



31761 08420065 8

PAM

EMIGRATION FROM HONG KONG

Survey
Amongst
Professionals

pam
JV8701
Z7B3E64E

EMIGRATION FROM HONG KONG:

EVIDENCE FROM PROFESSIONALS

Paul S. Kirkbride, Sara F.Y. Tang, and Gilbert Ko

加港文獻館
Canada-Hong Kong Resource Centre
1 Spadina Crescent, Rm. 111 • Toronto, Canada • M5S 1A1

Hong Kong Institute of Personnel Management
City Polytechnic of Hong Kong

[199]

CONTENTS

<u>TEXT</u>	<u>PAGE</u>
INTRODUCTION	1
METHODOLOGY	2
SAMPLING	2
RESPONSE RATES	2
FINDINGS	4
Emigration Plan/Status	4
Destination Choice	9
Causes of Emigration	10
Reasons for Staying	12
Characteristics of Respondents	13
Returnee Information	30
CONCLUSION	42
ACKNOWLEDGEMENT	44
REFERENCES	45
APPENDIX I : Questionnaire for Individuals	46
APPENDIX II: Tables 1 - 19	53

Digitized by the Internet Archive
in 2010 with funding from
Multicultural Canada; University of Toronto Libraries

<u>FIGURES</u>		<u>PAGE</u>
1a-1h	Emigration Plan/Status	5
2	Emigration Plan/Status by Sex Group	13
3a	Emigration Plan by Age Group	15
3b	Age Profile by Emigration Status	15
4a	Emigration Plan by Marital Status	17
4b	Marital Status by Emigration Status	17
5a	Emigration Plan by Educational Background	19
5b	Educational Background by Emigration Status	19
6a	Emigration Plan by Place of Highest Education	21
6b	Educational Background by Emigration Status	21
7a	Emigration Plan by Employment Status	28
7b	Employment Status by Emigration Status	28
8	How Long it Took to Get First Job after Emigration	31
9	Whether First Job in Same Profession after Emigration	31
10	Gain/Drop in Salary after Emigration	32
11	Drop in Rank/Seniority Compared with Hong Kong Job	32
12	Whether Spouse Worked after Emigration	33
13	Purchasing Power Abroad	34
14	How Happy Abroad Compared with in Hong Kong	34
15	Whether Left Spouse Behind While Returning to Hong Kong	37
16	Whether Working in the Same Organization as Before After Returning	37
17	Terms Hired On after Returning to Hong Kong	38
18	Reaction from Local Peers	38
19	Whether to Leave Hong Kong Again Before 1 July 1997	39

INTRODUCTION

On the 1st July 1997 Hong Kong, (HK), loses its present status as a British Dependent Territory and becomes part of the People's Republic of China (PRC). The United Kingdom (UK) and PRC signed Joint Declaration on the future of HK stipulates that the PRC will not attempt to influence HK in the run up to 1997, will then run HK as an autonomous Special Administrative Region (SAR), and will guarantee the continuation of HK's unique social, economic, legal and other systems for 50 years after 1997. Despite these promises and re-assurances many people still remain sceptical and uneasy, especially since the events of 4th June 1989 in the PRC, events which may have resulted in an increase in the number of people emigrating from HK. The debate over the extent of the emigration problem is currently in full swing. Not surprisingly, considering its role to bolster confidence in the territory, the HK Government has, until comparatively recently, taken the line that the numbers of people emigrating are very small and most of the emigrants return to HK after securing a second passport. On the other hand there has been a great deal of wild speculation in the popular media which portrays the problem as a massive 'brain drain'. Both tend to take a generalised look at the situation. One of the major problems in the debate has been the absence of data in specific detailed form relating to the impact of emigration on organizations and professionals.

In order to help remedy the situation, the Hong Kong Institute of Personnel Management (HKIPM) decided to commission a study of the situation. A small scale pilot organizational survey was conducted in 1988 (Kirkbride and Chan, 1988; Kirkbride and Tang, 1989a). This survey showed that emigration had been rising over the period studied (1982 - 1987) with a particularly sharp increase from 1986 to 1987. As a result of this picture the HKIPM decided to launch two further surveys in 1989. The 1988 organizational survey was updated and expanded (and is reported in a companion monograph available from the HKIPM - Kirkbride, Tang and Ko, 1989a). In addition it was decided that it would be useful to survey the most 'at risk' group of workers in Hong Kong; namely professionals.

Both surveys were funded and organized by the HKIPM with the additional support of The Hong Kong General Chamber of Commerce, The Hong Kong and China Gas Company Ltd., Hutchison Whampoa Ltd., Jardine Matheson and Company Ltd. and Sime Darby Hong Kong Ltd. The professional survey was conducted with the assistance and cooperation of The Chartered Institute of Bankers, HKIPM, The Hong Kong Institution of Engineers, Hong Kong Society of Accountants, Hong Kong Society of Training and Development, Institute of Training and Development (Hong Kong Branch), and The Law Society of Hong Kong.

This report focuses on the study of professionals and attempts to quantify the extent of emigration from this echelon of workers. Especially, the report seeks to present demographic data regarding both professionals who have decided to leave Hong Kong and professionals who have decided to stay. It also seeks to uncover the reasons for emigration and for not emigrating. The report also focuses on 'returnees' or professionals who have returned to work in Hong Kong having obtained a second passport. Here data is presented concerning their experiences upon emigration; their reasons for returning to Hong Kong; and their intentions and reasons for either leaving Hong Kong pre-1997 or staying post-1997.

The data contained in this report (and the companion organizational survey - Kirkbride, Tang and Ko - 1989a) will be of use to personnel professionals and public policy makers as it adds to our knowledge and understanding of the causes, effects and impacts of emigration from Hong Kong.

METHODOLOGY

A questionnaire survey was used to collect data from individual professionals in Hong Kong. A 6-page questionnaire (Appendix I) containing 31 questions was sent to each member of the participating professional bodies through their membership mailing in December 1988 or January 1989. In the case of Doctors, questionnaires were mailed to them directly with self-addressed and stamped return envelopes attached.

The questionnaire sought information on both plans for, and reasons for, emigration as well as the demographics of respondents. Several questions were asked about place of birth, passport currently being held and present emigrant status. Answers to these questions, among others, enabled the researchers to identify Hong Kong belongers and use their data in the analysis.

The last section of the questionnaire focused on returnees : those who previously emigrated but have returned to Hong Kong to work after securing a second passport. They were asked about their experiences in their new country of citizenship, whether they would leave Hong Kong again before 1 July, 1997 and, if so, why they planned to do so.

SAMPLING

The research was targeted at people who held membership of professional societies/organisations in their field of work. Rather than surveying a sample of potential emigrants, the researchers sent a questionnaire to every member of the professional societies/institutes participating in this project (except for doctors as their professional association did not participate in this project). Such a strategy not only eliminated sampling error but also generated a larger pool of potential respondents than sampling. The breakdown of membership sizes is shown in Table 1. In the case of doctors, a 20-percent random sample of those who bear Chinese surnames was used to generate the mailing list.

RESPONSE RATES

The actual number of questionnaires returned is 1,730 giving an overall response rate of 5.9 per cent. The response rates are higher for some professionals including personnel and training professionals (12 per cent) as well as accountants (10 per cent). Bankers are under-represented in the present survey (response rate of 2.6 per cent only). Excluding expatriates, there are 1,693 valid cases in the final analysis.



Table 1. Membership Size and Response Rates by Professional Body Surveyed

	<u>Membership</u>	<u>Number of Questionnaires #Returned</u>	<u>Responses Rate (per cent)</u>
HK Society of Training & Development (a)	600	62	10.3
Institute of Training & Development (HK) (a)	271	31	11.4
HK Institute of Personnel Management (a)	1,000	140	14.0
HK Institution of Engineers	9,000	472	5.2
HK Society of Accountants	4,400	426	9.7
Chartered Institute of Bankers - HK	13,000	340	2.6
Law Society of HK	2,000	129	6.5
<hr/>			
Doctors	1,000 (b)	130	13.0
	<u>31,271</u> (c)	<u>1,730</u> (d)	

- (a) Since memberships do overlap across these three organizations, respondents were reminded in a covering letter to complete one questionnaire only.
- (b) This figure represents the actual number of doctors surveyed rather than the total number of doctors in HK.
- (c) This figure represents the total number of questionnaires sent out.
- (d) 1,730 represents the total number of membership responses which include some overlapping responses as some respondents belong to more than one professional body. Excluding expatriates, data analysis was based on 1,693 returns.

FINDINGS

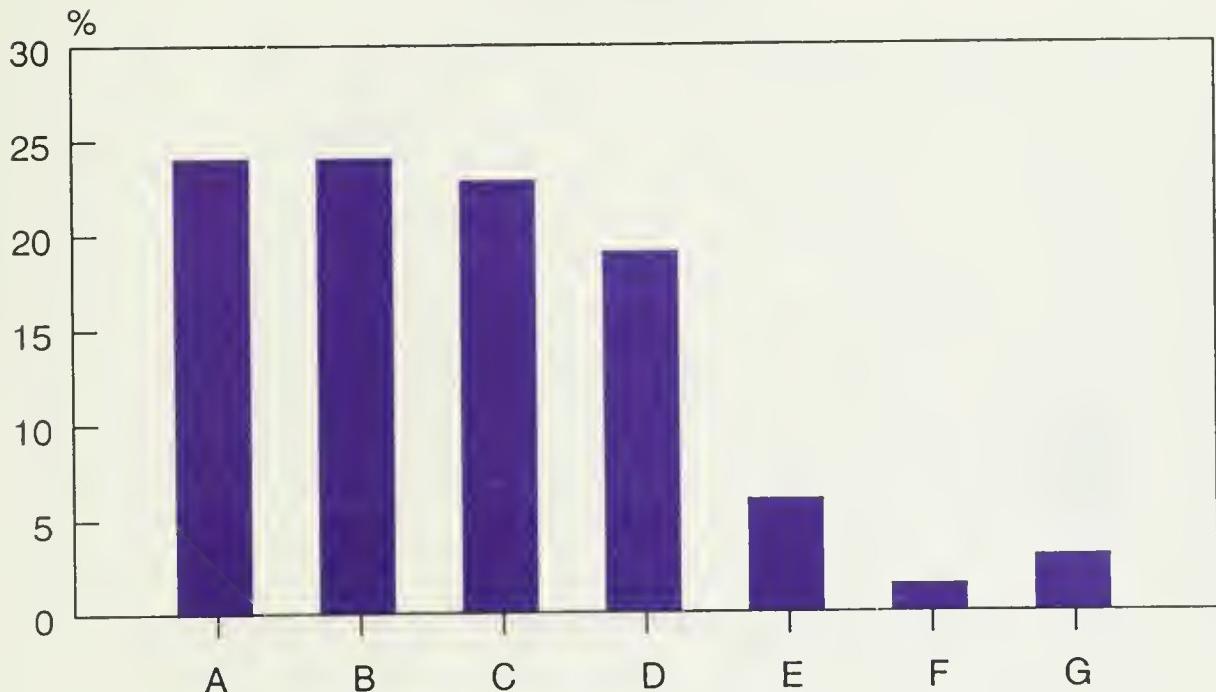
In our parallel survey of organizations (Kirkbride, Tang and Ko, 1989a), professionals represented about 14 to 16 per cent of our total emigrant sample in 1987 and 1988. A recent report from the Government's special task force on emigration also acknowledged that a significant number of emigrants in the past two years were professionals. Mr. Mike Rowse, the Head of the task force admitted that the loss of skilled people from Hong Kong will have negative effects on the future of the territory (Macklin, 1989). It is therefore important that both the government and the organizations in Hong Kong do something to alleviate the problem and mitigate its worst effects. The findings from this survey reveal some of the intentions and feelings of this crucial sector of workforce and such information should be useful to policy makers for formulating strategies in tackling the "professional drain".

1. Emigration Plan/Status

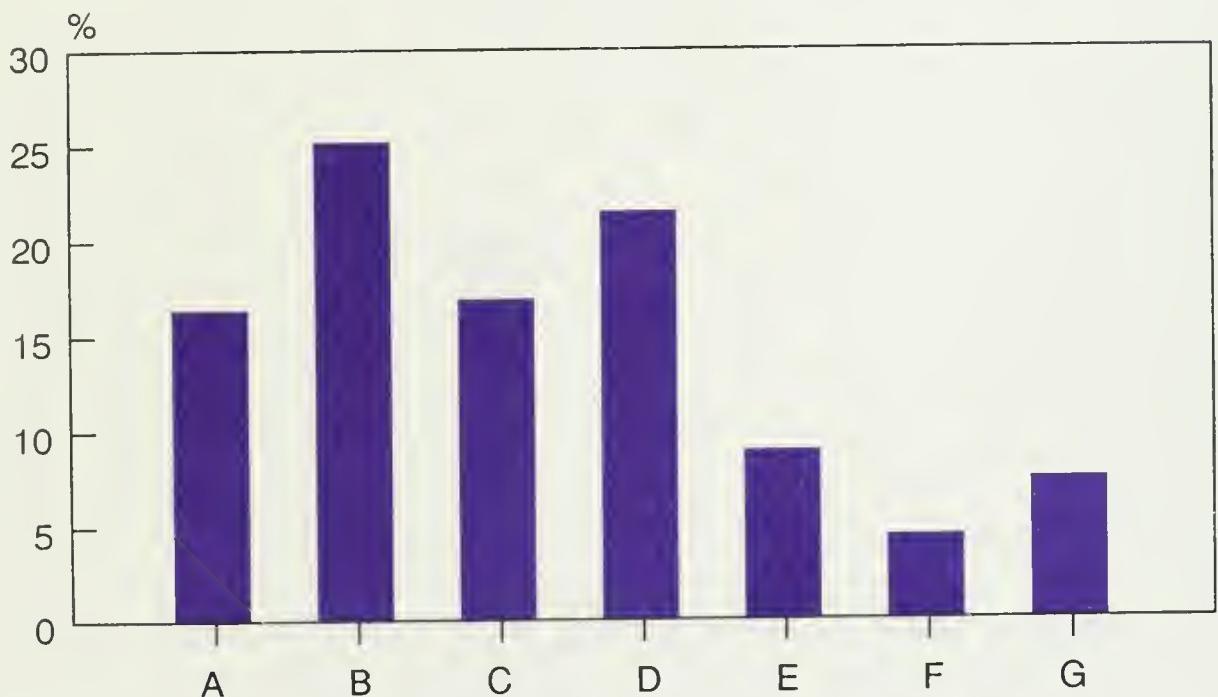
Respondents were asked about their intentions concerning emigration or their emigration status (for those who have already emigrated). Almost one-fifth of our respondents declared that they definitely would like to emigrate (Figure 1g). In fact, potential emigrants, (those who answered "definitely yes" or "probably yes") made up about 46 per cent as opposed to 26 per cent classifiable as potential stayers ("probably no" or "definitely no" respondents). If this ratio (46:26) was applied to the "don't know" cases, the proportion of potential emigrants would jump to 58 per cent. About 7 per cent of our respondents were returnees and 2 per cent were emigrants now living abroad. The statistics for emigrants now residing abroad may not be totally representative because only one or two professional bodies taking part in this survey had an overseas members category. One may argue that these figures may tend to over-estimate imminent emigration as some of the respondents may change their intentions because of unforeseen events. However, our data were collected before June 4th 1989. As a result, our data are actually likely to under-estimate emigration desires and intentions.

The emigration plan/status of the different types of professionals were analysed and represented in Figures 1a to f. Doctors had the highest percentage of potential emigrants (58 per cent). For all the other professional categories, about 40 to 50 per cent of the respondents had either a definite plan to emigrate or a high intention to emigrate. The proportion of returnees was higher among the accountants (13 per cent) and the doctors (12 per cent). There were very few returnees in our sample of bankers (1 per cent). The proportion of "stayers" was higher in the engineers and bankers groups (30 per cent and 29 per cent respectively). Doctors had the lowest percentage of potential stayers (19 per cent).

**Figure 1a : EMIGRATION PLAN/STATUS :
PERSONNEL**

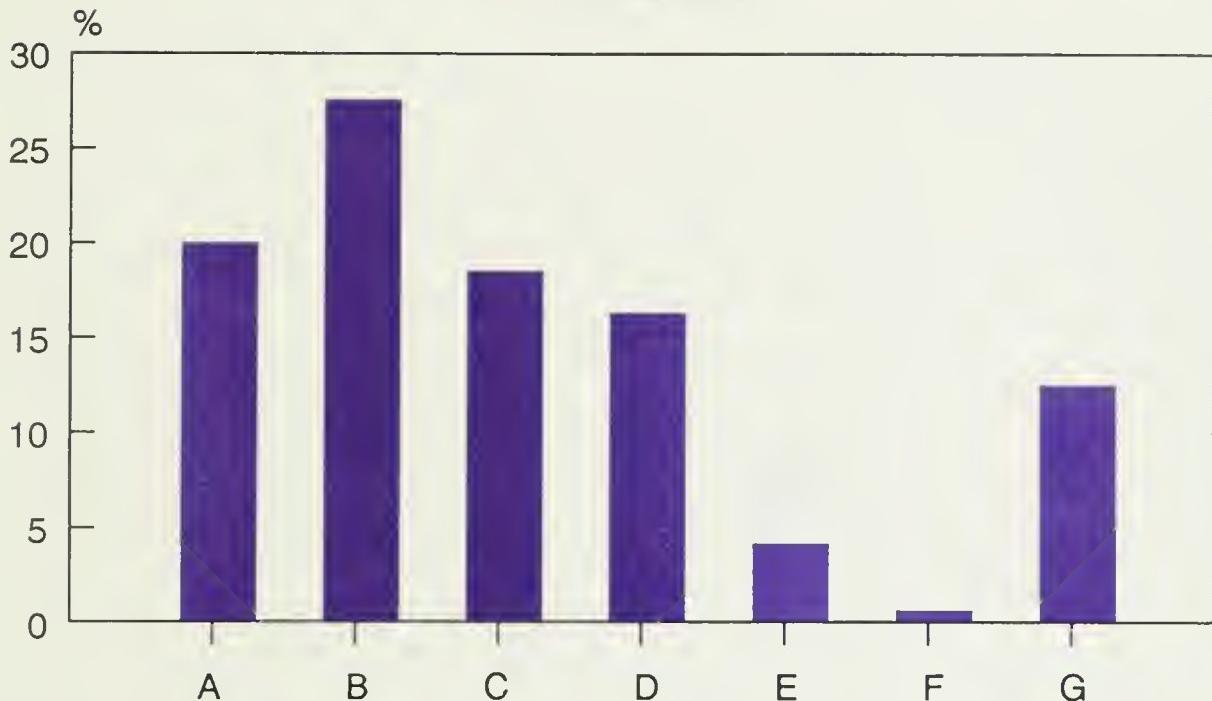


**Figure 1b : EMIGRATION PLAN/STATUS :
ENGINEERS**

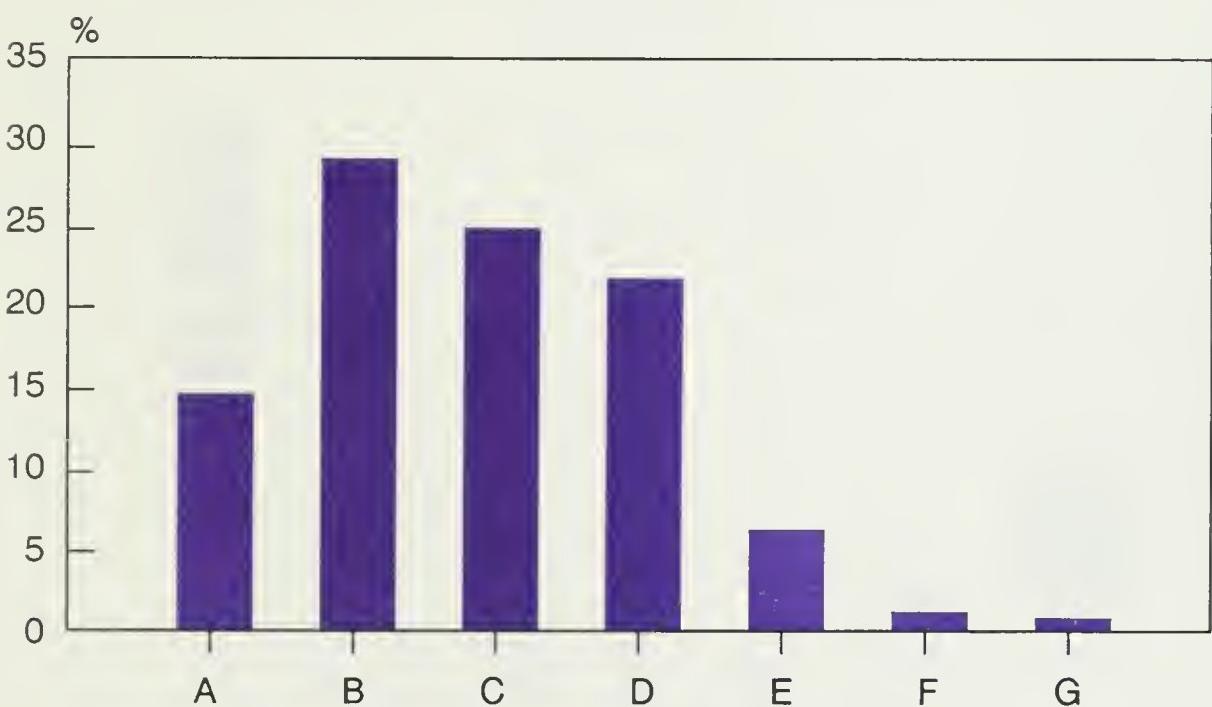


A : Definitely Yes, B : Probably Yes, C : Don't Know, D : Probably No,
E : Definitely No, F : Emigrated, Now Abroad, G : Returnee

**Figure 1c : EMIGRATION PLAN/STATUS :
ACCOUNTANTS**

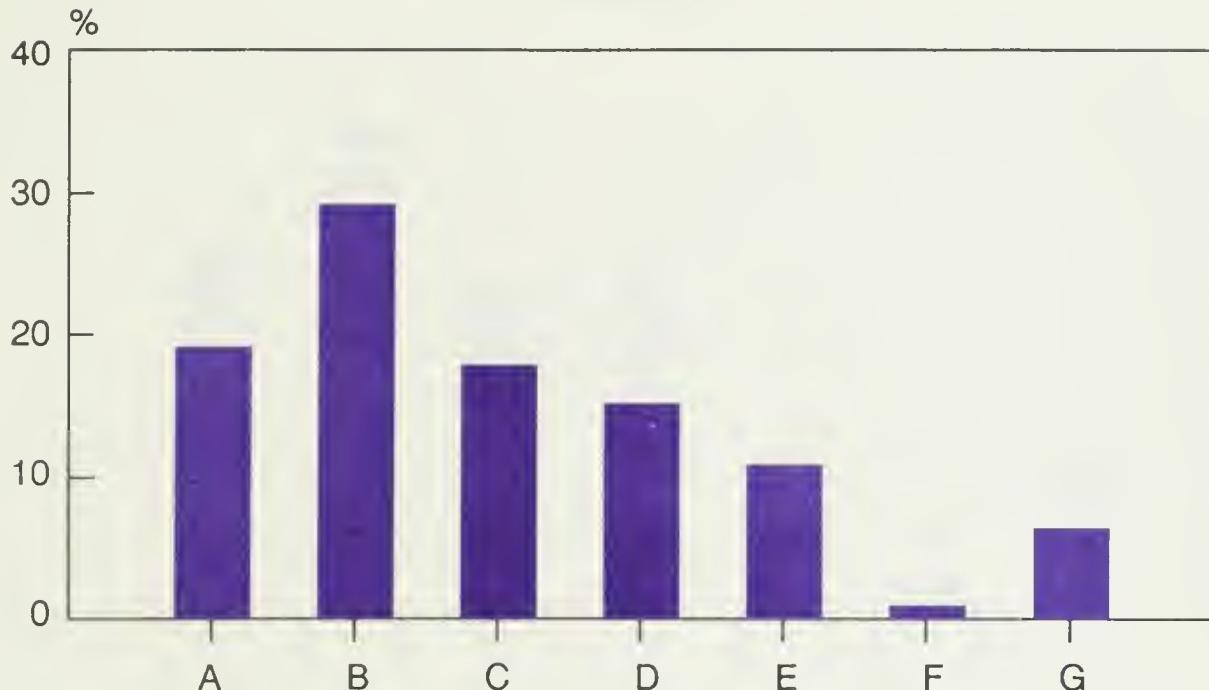


**Figure 1d : EMIGRATION PLAN/STATUS :
BANKERS**

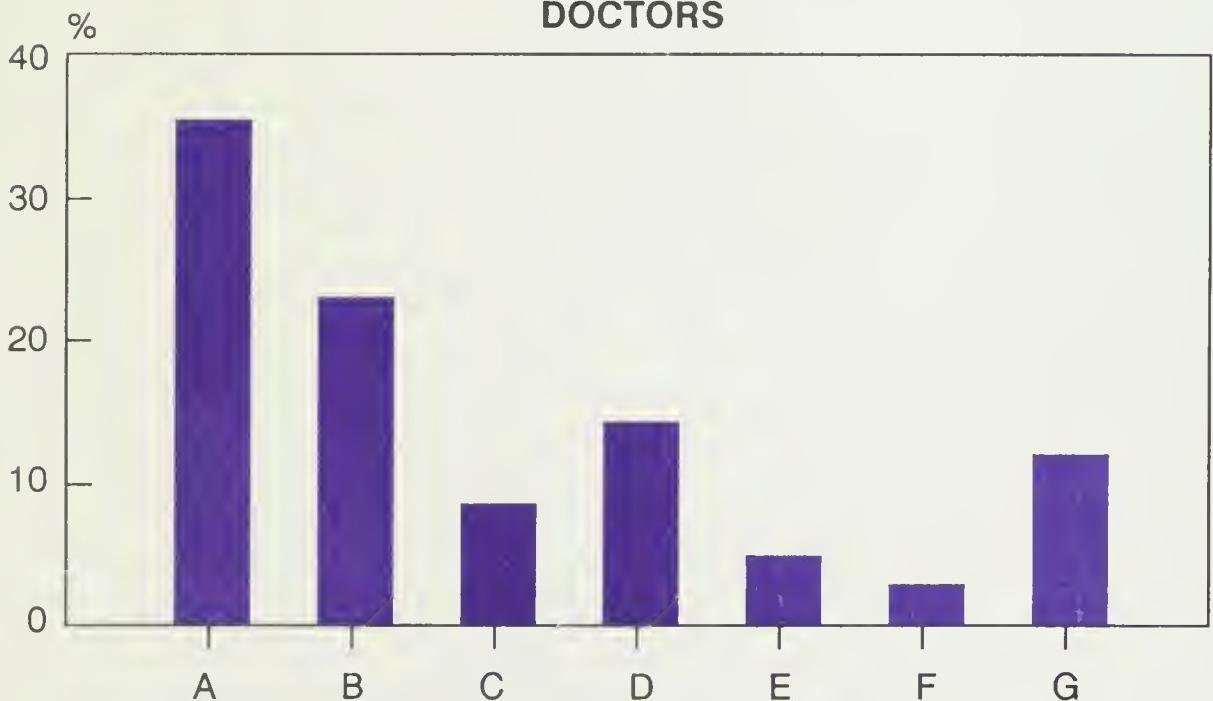


A : Definitely Yes, B : Probably Yes, C : Don't Know, D : Probably No,
E : Definitely No, F : Emigrated, Now Abroad, G : Returnee

**Figure 1e : EMIGRATION PLAN/STATUS :
LAWYERS**

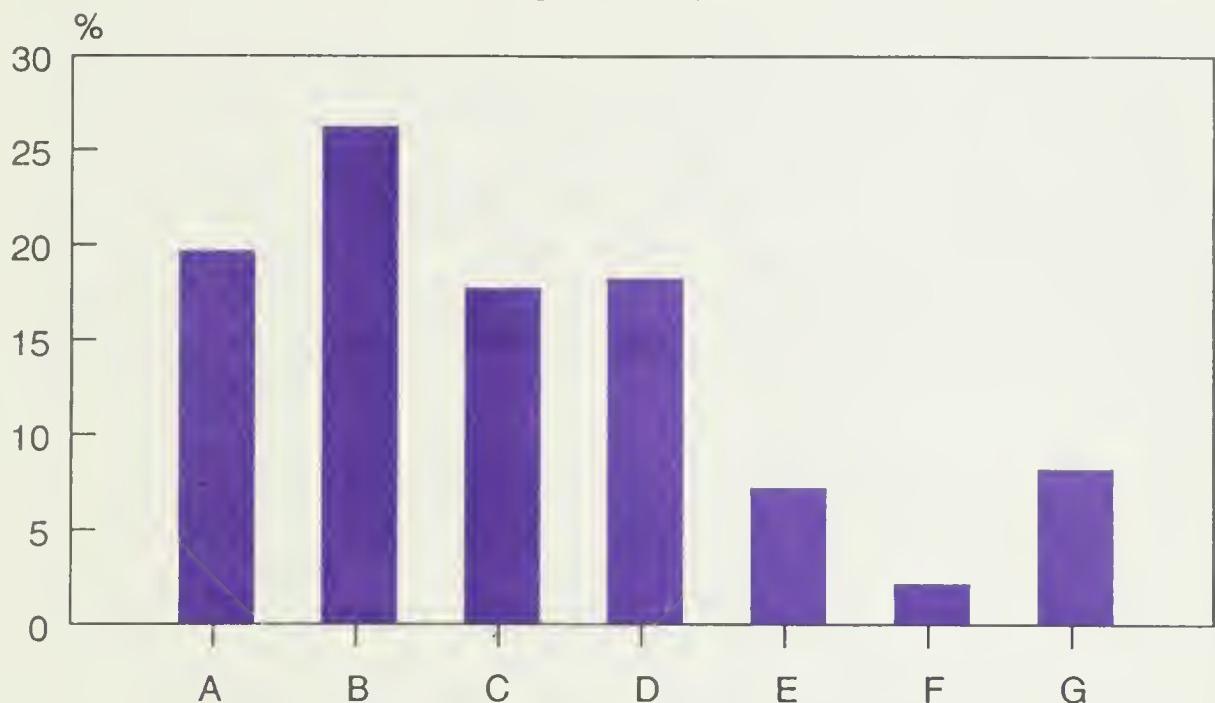


**Figure 1f : EMIGRATION PLAN/STATUS :
DOCTORS**



A : Definitely Yes, B : Probably Yes, C : Don't Know, D : Probably No,
E : Definitely No, F : Emigrated, Now Abroad, G : Returnee

**Figure 1g : EMIGRATION PLAN/STATUS :
OVER ALL**



A : Definitely Yes, B : Probably Yes, C : Don't Know, D : Probably No,
E : Definitely No, F : Emigrated, Now Abroad, G : Returnee

2. Destination choice

It can be seen from Table 2 that in every category of emigration plan/status, nearly half of the respondents chose Canada as their emigration destination. In fact, the overall figures show that Canada was the first choice in term of emigration destination (44 per cent). The second most preferred emigration choice was Australia (25 per cent) and the third was the United States of America (16 per cent). The United Kingdom, New Zealand and Singapore were each chosen by about 4 per cent of our respondents. The majority of our returnees had Canadian or Australian citizenship (44 and 29 per cent respectively). About 11 to 13 per cent of our returnees held either U.S.A. or U.K. passport. If we look at the "emigrated now abroad" column, there were again more emigrants in Canada or Australia (46 per cent and 31 per cent respectively).

Table 2. Choice of Emigration Destination

<u>Country</u>	<u>Emigration Plan/Status</u>					
	<u>Definitely Yes</u>	<u>Probably Yes</u>	<u>Don't Know</u>	<u>Emigrated now abroad</u>	<u>Returnee</u>	<u>Overall</u>
Canada	42.9 (164)	45.6 (267)	43.4 (139)	45.7 (16)	44.0 (55)	44.3 (641)
Australia	28.5 (109)	23.9 (140)	21.6 (69)	31.4 (11)	28.8 (36)	25.2 (365)
U.S.A.	18.3 (70)	16.1 (94)	19.1 (61)	2.9 (1)	11.2 (14)	16.6 (240)
U.K.	1.8 (7)	4.1 (24)	4.7 (15)	11.4 (4)	12.8 (16)	4.6 (66)
New Zealand	3.7 (14)	5.1 (30)	4.1 (13)	0 (0)	1.6 (2)	4.1 (59)
Singapore	3.1 (12)	4.6 (27)	5.3 (17)	2.9 (1)	0.8 (1)	4.0 (58)
Others	1.6 (6)	0.5 (3)	1.9 (6)	5.7 (2)	0.8 (1)	1.2 (18)
Total	100.0 (382)	100.0 (585)	100.0 (320)	100.0 (35)	100.0 (125)	100.0 (1,447)

3. Causes Of Emigration

We can usefully divide the factors causing emigration from Hong Kong into two sets. The first set are what may be termed "pull factors" which depend on the immigration levels and demands of destination countries. In overall terms an increase in visas issued by these countries will naturally result in increased emigration levels from Hong Kong. At present, the major destination countries are Canada, Australia and U.S.A. and an increase in the immigration quotas of these countries would directly increase the actual number of emigrants from Hong Kong. In fact, these countries have announced their intention to increase their immigration quota (Kirkbride and Tang, 1989b) and their effects would soon be felt in Hong Kong.

The second set are "push factors" which are external factors. Obviously the major factor is the general feeling of instability and worry experienced by many Hong Kong residents. There is a natural concern that things after 1997 may be very different from the present and that the quality of life would become worse despite the re-assurances of the Joint Declaration. Evidence for these feelings can be provided by reference to some indepth interviews which we conducted with emigrants in our earlier survey (Kirkbride and Tang, 1989a). Data from this survey also confirms this fairly impressionistic picture. Respondents were asked to state their reasons for emigration (Table 3) and the major reasons were fear of loss of freedom after 1997 (18 per cent), lack of confidence in the stability of Hong Kong post-1997 (16 per cent), the desire to have the insurance of a second passport (14 per cent) and fear that the door of emigration may close at any time (11 per cent). A significant proportion of returnees stated that education and citizenship of their children were their reasons for emigration. About 10 per cent of them also indicated that they acquired overseas citizenship while they were studying abroad or after they completed their overseas studies.

It is clear that some of these factors may interact to produce an unshakeable determination to leave Hong Kong; for example, children's citizenship and the fear of the closing door of emigration. Similarly, where unidimensional push factors were experienced, the push urge would be weaker, able to be influenced, perhaps, by Hong Kong-based solutions.

Table 3. Reasons For Emigrating

	<u>Emigration Plan/Status</u> Column Per Cent (Number of Responses)					<u>Overall</u>
	<u>Definitely Yes</u>	<u>Probably Yes</u>	<u>Don't Know</u>	<u>Emigrated now abroad</u>	<u>Returnee</u>	
<u>Why Emigrate</u>						
Individual freedom may be at risk in post-97 (HK)	16.5 (237)	18.6 (312)	21.5 (192)	20.0 (23)	13.0 (48)	18.1 (812)
No confidence in the stability of post-97 (HK)	17.2 (246)	17.1 (287)	14.5 (129)	13.9 (16)	11.6 (43)	16.1 (721)
Wish to have insurance of second passport	12.6 (181)	13.6 (229)	17.9 (160)	12.2 (14)	12.4 (46)	14.0 (630)
Door of emigration may close at any time	12.3 (176)	11.6 (195)	11.7 (104)	7.0 (8)	6.2 (23)	11.3 (506)
Need freedom of travel outside HK at any time	8.5 (122)	10.8 (181)	14.7 (131)	8.7 (10)	9.2 (34)	10.6 (478)
Want children to be educated abroad	9.0 (129)	7.2 (121)	6.4 (57)	6.1 (7)	11.1 (41)	7.9 (355)
Want children to have overseas citizenship	7.9 (114)	6.5 (109)	4.4 (39)	7.0 (8)	10.3 (38)	6.9 (308)
Prefer living conditions abroad to HK	5.8 (83)	5.2 (88)	4.1 (37)	9.6 (11)	6.2 (23)	5.4 (242)
Kinship ties abroad	4.9 (70)	4.9 (82)	1.6 (14)	5.2 (6)	6.2 (23)	4.3 (195)
Prefer higher standards of living overseas	2.2 (32)	1.8 (31)	1.3 (12)	2.6 (3)	1.4 (5)	1.8 (83)
Own business overseas	0.6 (9)	0.8 (13)	0.1 (1)	1.7 (2)	1.9 (7)	0.7 (32)
Other reason (s)	2.3 (35)	1.9 (31)	1.7 (16)	6.1 (7)	10.5 (39)	2.9 (128)
Total :	<u>100.0</u> <u>(1,434)</u>	<u>100.0</u> <u>(1,679)</u>	<u>100.0</u> <u>(892)</u>	<u>100.0</u> <u>(115)</u>	<u>100.0</u> <u>(370)</u>	<u>100.0</u> <u>(4,490)</u>

4. Reasons For Staying

We also asked our respondents for their reasons for not emigrating. Interestingly the reasons for staying given by those who preferred to remain in Hong Kong were distinct and not simply the reverse of the reasons for emigration. As can be seen from Table 4 they focused around fears concerning destination countries such as job opportunities and racial discrimination (20 per cent and 15 per cent respectively) and a preference for living in Hong Kong (18 per cent). Only 9 per cent of the respondents indicated that they had confidence in the stability of Hong Kong after 1997. In the "probably no" and "definitely no" categories, the percentage of respondents indicating having confidence in the future of Hong Kong were comparatively higher (11 per cent and 17 per cent respectively).

Table 4. Reasons for not Emigrating

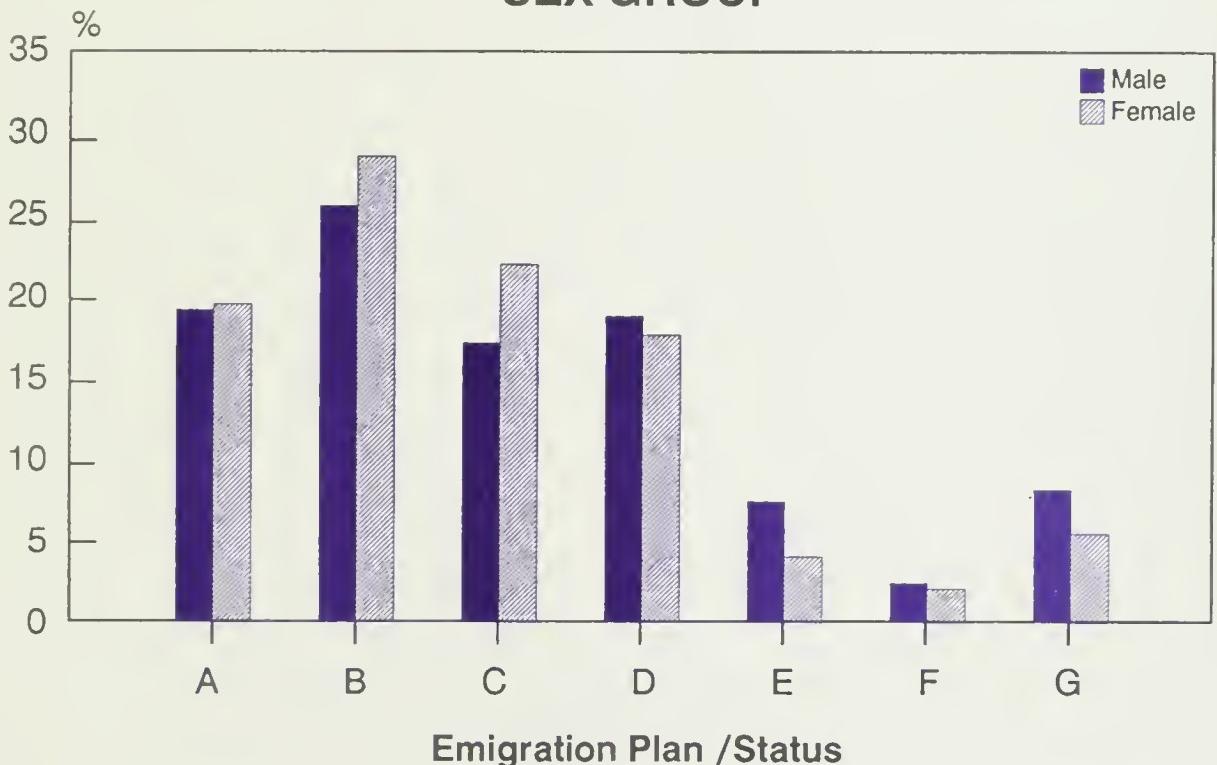
<u>Why Not Emigrate</u>	<u>Emigration Plan/Status</u>			
	<u>Don't Know</u>	<u>Probably No</u>	<u>Definitely No</u>	<u>Overall</u>
	Column Per Cent (Number of Responses)			
May not find comparable job overseas	23.9 (224)	19.2 (205)	14.1 (53)	20.3 (482)
Prefer living conditions in HK to abroad	16.6 (156)	19.5 (208)	19.6 (74)	18.4 (438)
May be subject to racial discrimination abroad	16.5 (155)	14.5 (154)	11.7 (44)	14.8 (353)
Kinship ties in HK	13.4 (126)	12.5 (133)	10.9 (41)	12.6 (300)
Have confidence in the stability of post-97(HK)	3.9 (37)	11.2 (119)	16.7 (63)	9.2 (219)
Don't think will qualify for visa	6.9 (65)	4.9 (52)	2.7 (10)	5.3 (127)
May not be able to adapt to foreign environment	5.9 (55)	5.1 (54)	5.0 (19)	5.4 (128)
Own business in HK	4.4 (41)	4.2 (45)	3.2 (12)	4.1 (98)
Costs of living abroad too high	4.6 (43)	2.1 (22)	2.7 (10)	3.2 (75)
Want children to be educated in HK	1.4 (13)	3.1 (33)	4.5 (17)	2.6 (63)
Other reason(s)	2.3 (22)	3.7 (40)	9.1 (34)	4.0 (96)
Total	100.0 (937)	100.0 (1,065)	100.0 (377)	100.0 (2,379)

5. Characteristics Of Respondents

a. Sex Profile

There was very little sex difference in terms of emigration intention with only the "don't know" and "definitely no" categories showing any real differences. In the case of returnees, there were proportionally more emigrated men than women coming back to Hong Kong to work. Our data show that sex is not a discriminator of "professional emigration".

Figure 2 : EMIGRATION PLAN/STATUS BY SEX GROUP

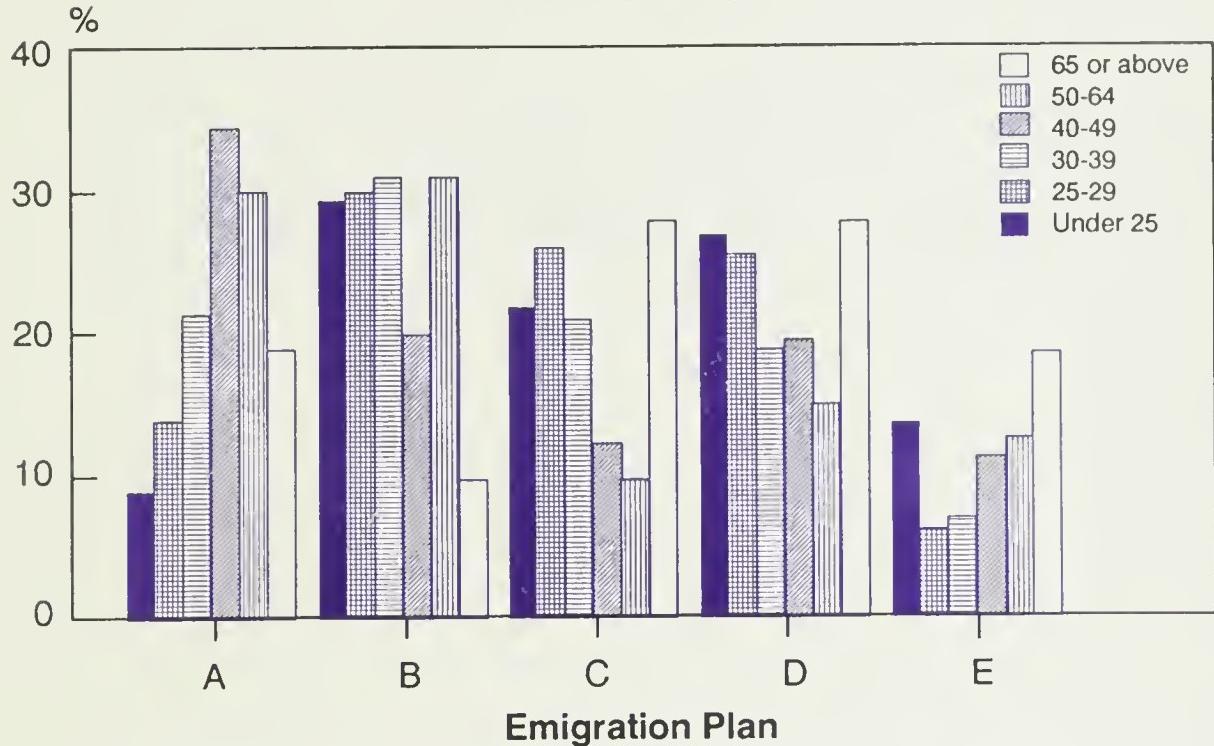


A : Definitely Yes, B : Probably Yes, C : Don't Know, D : Probably No,
E : Definitely No, F : Emigrated, Now Abroad, G : Returnee

b. Age Profile :

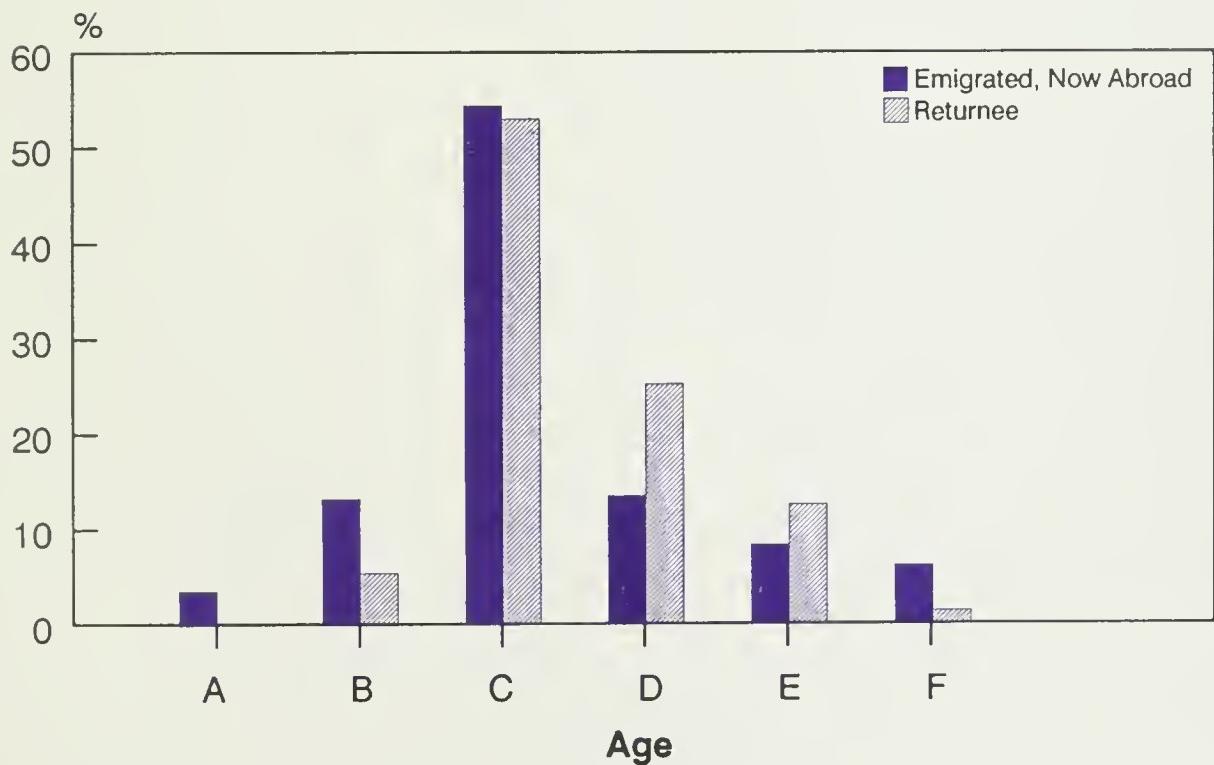
The age distribution of our respondents is presented in Figures 3a-b. About 37 per cent of those aged 40-49 definitely wanted to emigrate - the largest percentage strongly in favour of emigration compared with any other age group. However, if the "definitely yes" and "probably yes" categories are combined, as many as 40-60 per cent of the respondents in each of the four age groups between 25 and 64 become potential emigrants. Respondents aged over 64 were more undecided in their emigration intention (27 per cent "don't know") or less willing to emigrate (total 46 per cent in "probably no" and "definitely no" categories). Overall, it is quite clear that the likelihood of emigration is high in all age groups from 25 to 64 whereas the likelihood of staying is high only among the young (under 25) and the old (65 or above). The majority of returnees clustered in the 30-49 age categories, which suggests that many emigrants at their height of their career have chosen to return to Hong Kong for work. Emigrants who have not returned were mostly in the 25-49 age category.

Figure 3a : EMIGRATION PLAN BY AGE GROUP



A : Definitely Yes, B : Probably Yes, C : Don't Know,
D : Probably No, E : Definitely No

Figure 3b : AGE PROFILE BY EMIGRATION STATUS

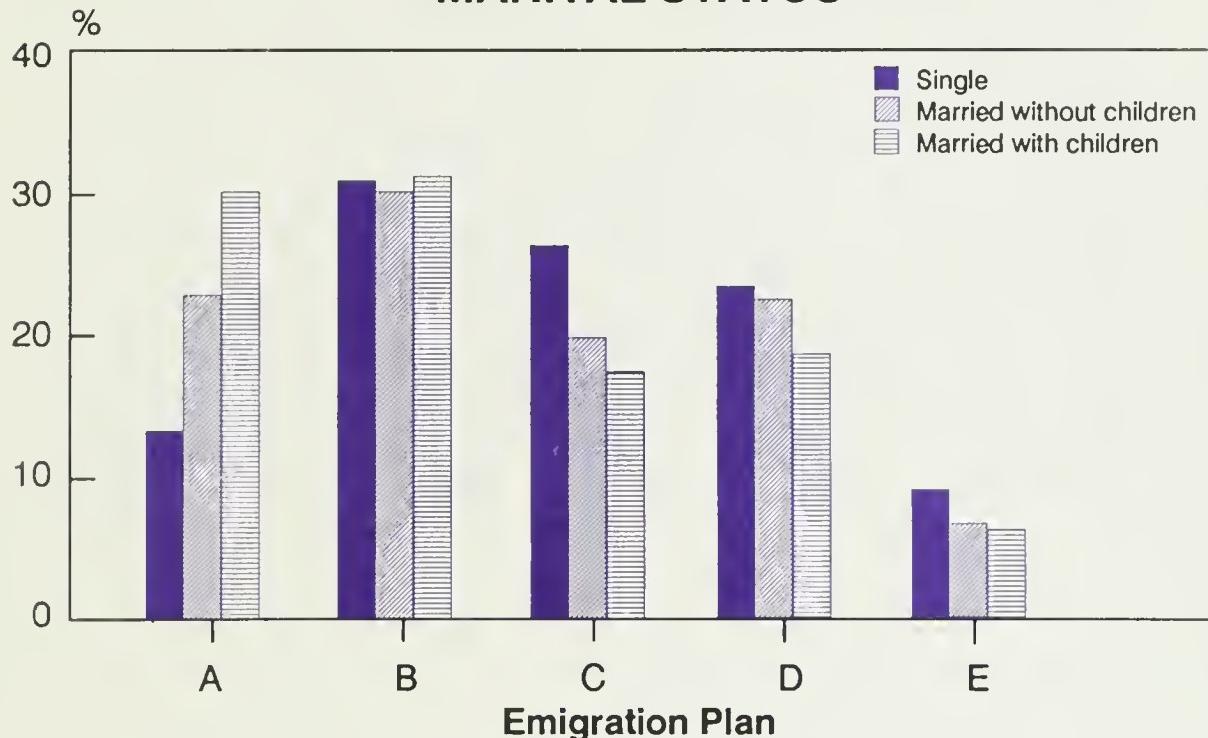


A : Under 25, B : 25-29, C : 30-39, D : 40-49, E : 50-64, F : 65 or above

c. Marital Status :

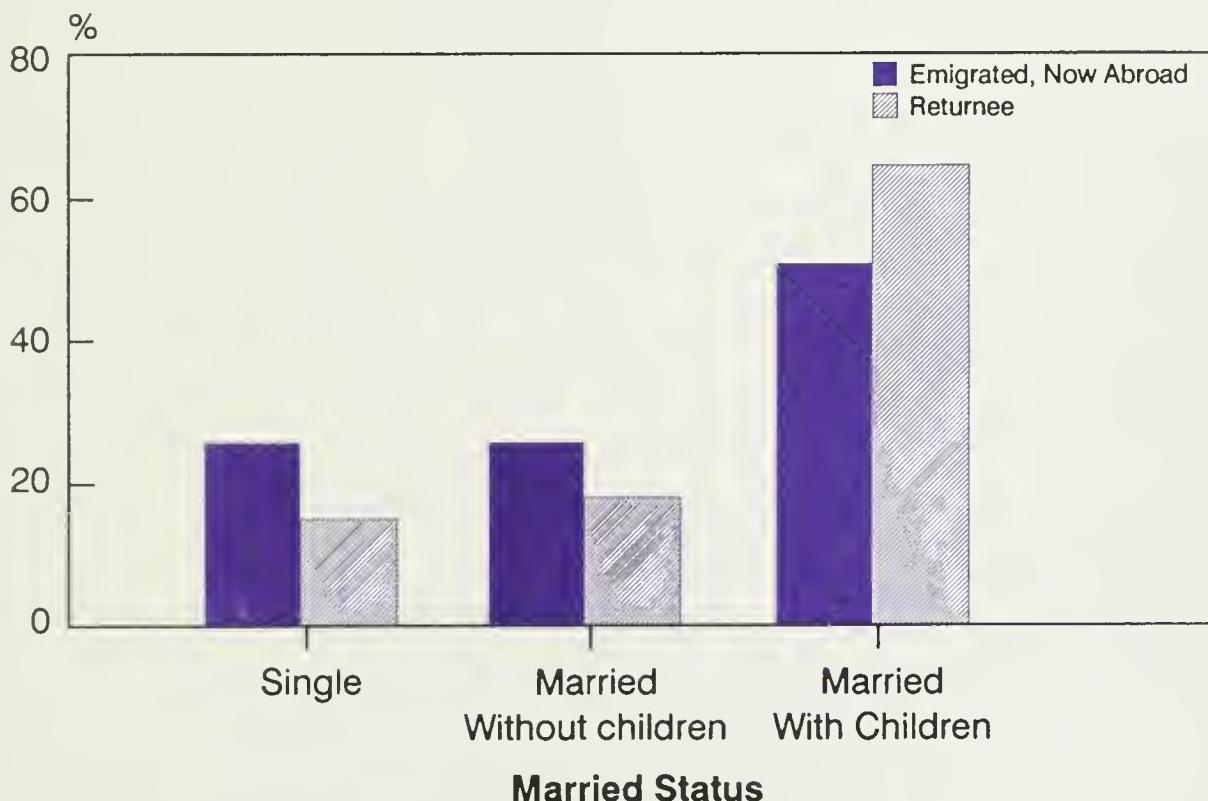
Married people who have children (28 per cent) were more determined to emigrate than their childless counterparts (23 per cent) or those who are single (13 per cent). The emigration decisions were probably related to the future of their children in terms of providing them an overseas education as well as a passport. Among the returnees, there were more married people with children (67 per cent). This would create a bigger demand for places in the English language schools. At present, places are already extremely limited and only just adequate for the expatriate community. The above data are represented in Figures 4a-b.

Figure 4a : EMIGRATION PLAN BY MARITAL STATUS



A : Definitely Yes, B : Probably Yes, C : Don't Know,
D : Probably No, E : Definitely No

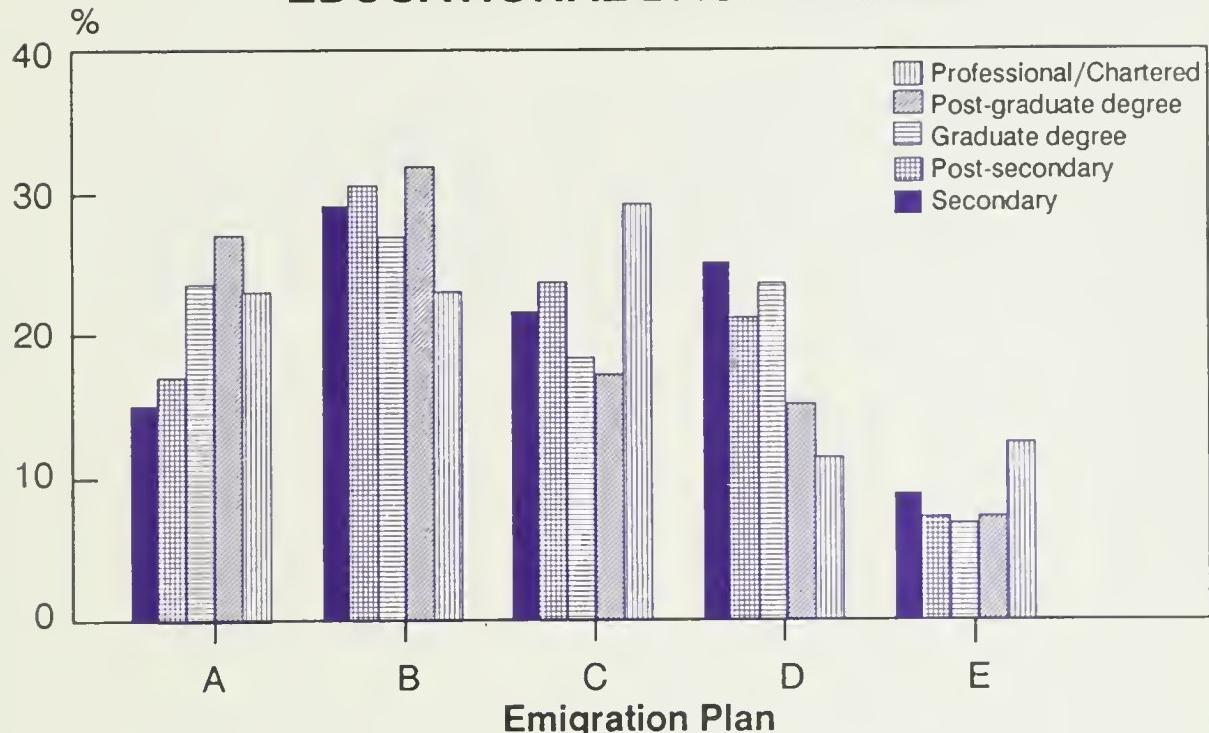
Figure 4b : MARITAL STATUS BY EMIGRATION STATUS



d. Education :

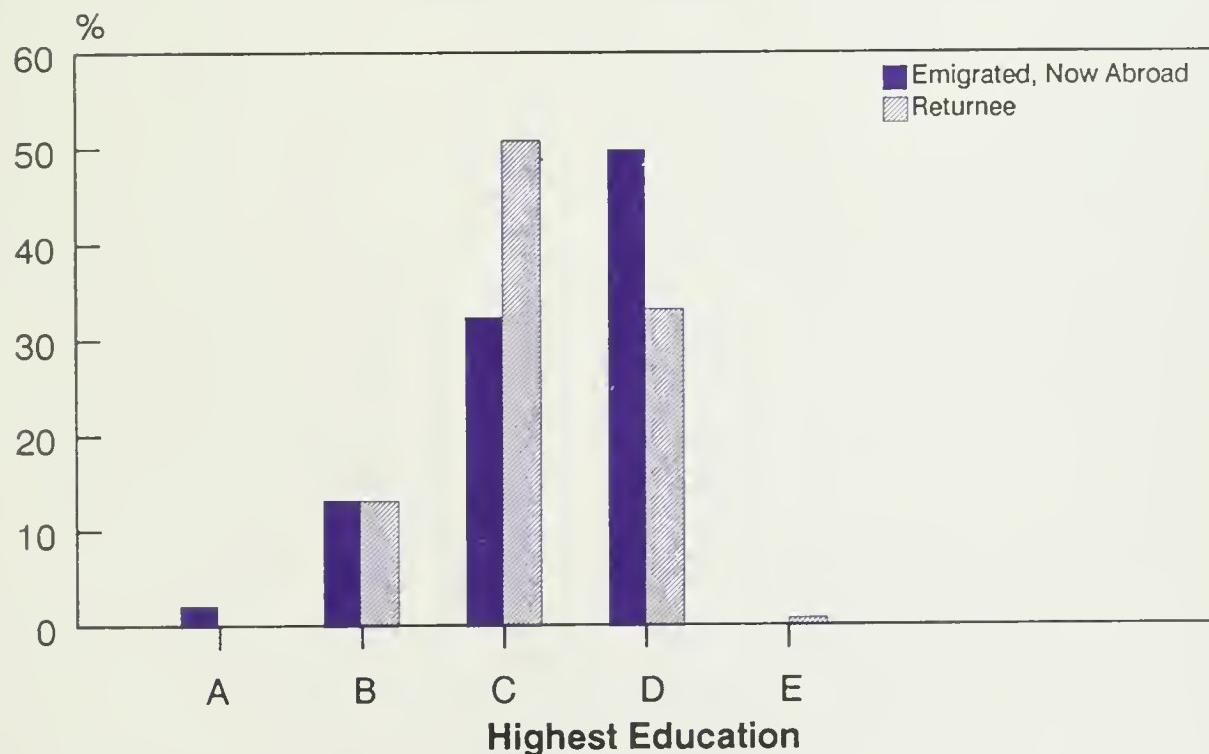
Education is an important asset to prospective emigrants because it enables them to adapt to a new environment, provides them with the qualifications to get a job and more importantly helps them to pass the immigration screening process. It is therefore not surprising to find that a larger proportion of post-graduates (58 per cent) and graduates (51 per cent) interested in emigrating than their less educated counterparts (post-secondary level, 48 per cent; secondary level, 44 per cent). Only a smaller proportion of these graduates placed themselves in the "definitely no" category (7 per cent). Thus desire and intention to emigrate (as well as ability to obtain visas) seem to be correlated with educational achievement and qualifications (Figure 5a). Even among emigrants now living abroad or have returned to Hong Kong, the majority of them had received graduate or post-graduate education (Figure 5b). If Hong Kong is going to lose such a high proportion of graduate professionals at any point in time, the long-term growth of both the industrial and service sectors will be seriously affected.

Figure 5a : EMIGRATION PLAN BY EDUCATIONAL BACKGROUND



A : Definitely Yes, B : Probably Yes, C : Don't Know,
D : Probably No, E : Definitely No

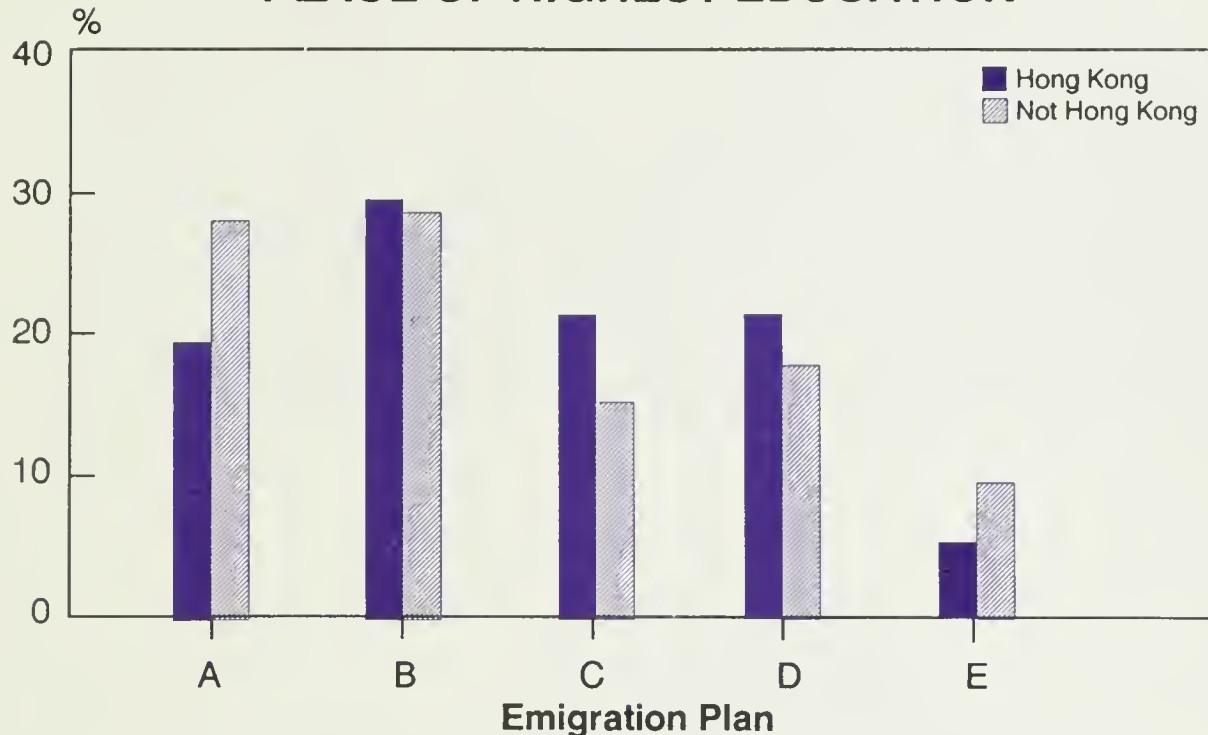
Figure 5b : EDUCATIONAL BACKGROUND BY EMIGRATION STATUS



A : Secondary, B : Post-Secondary, C : Graduate degree,
D : Post-graduate degree, E : Professional/Chartered

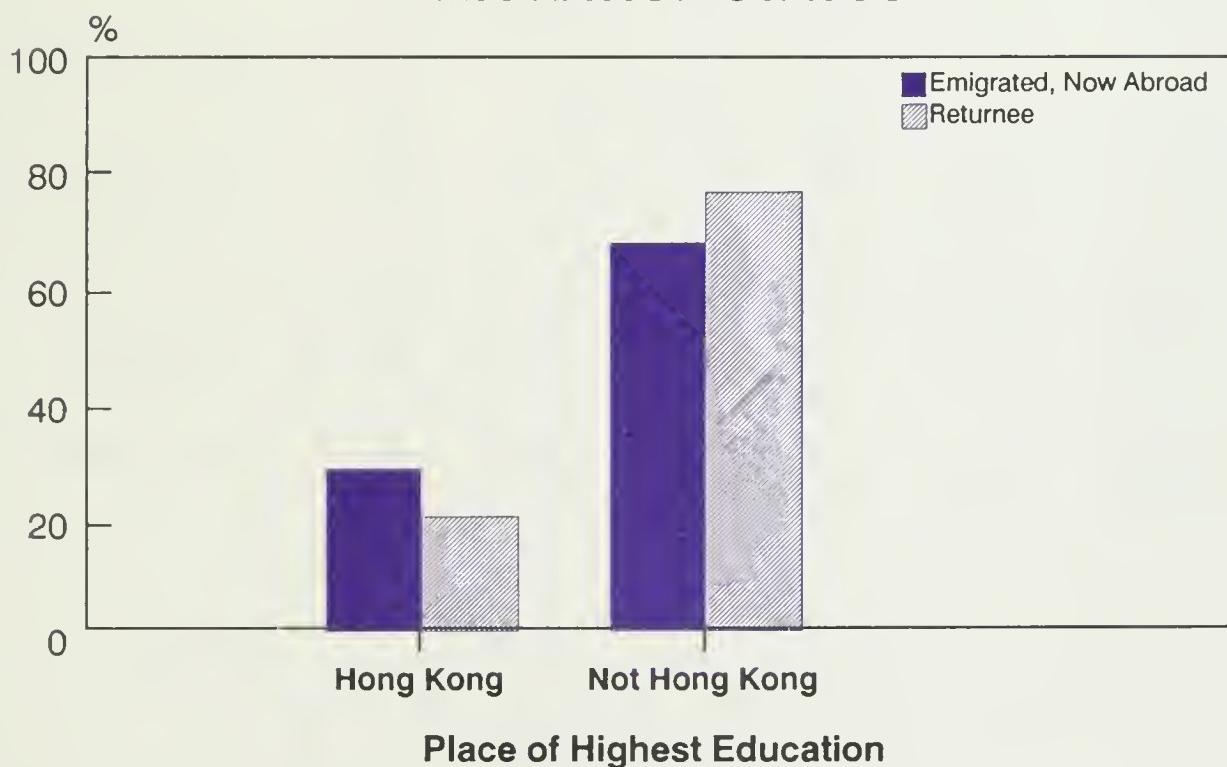
We also asked our respondents about their place of education (Figures 6a-b). The results show that overseas educated professionals were more definite about their emigration plan (28 per cent "definitely yes") than their local counterparts (20 per cent). At the same time, there was a higher proportion of locally educated professionals undecided about whether they should emigrate or not (22 per cent) than their overseas counterparts (16 per cent). This phenomena may be explained in two ways. Firstly, overseas graduates are more familiar with a foreign culture and therefore are more willing to emigrate. Secondly, overseas education qualifications are better recognised by overseas countries perhaps instilling the idea that immigration applications would more likely be successful.

Figure 6a : EMIGRATION PLAN BY PLACE OF HIGHEST EDUCATION



A : Definitely Yes, B : Probably Yes, C : Don't Know,
D : Probably No, E : Definitely No

Figure 6b : EDUCATIONAL BACKGROUND BY EMIGRATION STATUS



e. Organisational Grade :

As shown in Table 5a, more than half of the respondents (Table 5a) in the top management (57 per cent), middle management (54 per cent), and professional (53 per cent) categories were potential emigrants (those answering "definitely yes" and "probably yes"). About 46 per cent of technicians and 40 per cent of supervisory staff also indicated their desire to emigrate. Regarding the potential "stayers" (those answering "definitely no" and "probably no"), there were less than 30 per cent in the top management, middle management and professional categories. Within the technical and supervisory categories, the percentage of "stayers" were less than 35 per cent. Again our results show that Hong Kong is likely be losing people with relatively longer experience and better skills and knowledge in various professions. Among the emigrants who were abroad or have returned to Hong Kong, the majority were at the professional grade (69 per cent and 42 per cent respectively) (Table 5b).

Table 5a. Organisational Grade

<u>Grade</u>	<u>Emigration Plan</u> Row Per Cent (Number of cases)					<u>Total</u>
	<u>Definitely Yes</u>	<u>Probably Yes</u>	<u>Don't Know</u>	<u>Probably No</u>	<u>Definitely No</u>	
1) Top Mgt	30.3 (53)	26.3 (46)	16.0 (28)	18.9 (33)	8.6 (15)	100.0 (175)
2) Middle Mgt	22.1 (100)	31.6 (143)	21.9 (99)	18.6 (84)	5.8 (26)	100.0 (452)
3) Supervisory	12.9 (21)	27.0 (44)	26.4 (43)	27.6 (45)	6.1 (10)	100.0 (163)
4) Professional	24.1 (138)	28.8 (165)	18.8 (108)	20.4 (117)	7.9 (45)	100.0 (573)
5) Technical	13.5 (7)	32.7 (17)	19.2 (10)	19.2 (10)	15.4 (8)	100.0 (52)
6) Others	9.9 (10)	28.7 (29)	23.8 (24)	27.7 (28)	9.9 (10)	100.0 (101)

Table 5b. Organisational Grade

<u>Grade</u>	<u>Emigration Status</u>	
	<u>Column Per Cent</u> (Number of cases)	<u>Returnee</u>
	<u>Emigrated now abroad</u>	
1) Top Mgt	5.6 (2)	35.2 (44)
2) Middle Mgt	11.1 (4)	22.4 (28)
3) Supervisory	5.6 (2)	-
4) Professional	69.4 (25)	41.6 (52)
5) Technical	2.8 (1)	-
6) Others	5.6 (2)	0.8 (1)
	<hr/> 100.0 (36)	<hr/> 100.0 (125)

f. Experience in Current Profession :

Over 50 per cent of our respondents who had 5 to 30-plus years' of experience were potential emigrants (Table 6a). About 45 per cent of those with less than 5 years' experience indicated their desire to emigrate. People with longer working experience were more decisive in their emigration plan. For example, only 7 per cent of those from the "30 plus years" category answered "don't know". In terms of determination to emigrate, again the "30 plus years" category had the highest percentage (33 per cent answered "definitely yes"). The results seem to suggest that if we want to persuade our professionals to stay in Hong Kong, we should concentrate our effort on those younger professionals who have had relatively short experience in their professions.

Regarding the emigrants who were abroad or have returned to Hong Kong, the majority had 10 to 14 years of experience (41 per cent and 34 per cent respectively, Table 6b). They would be a valuable human resource if we could attract them back to Hong Kong and retain them beyond 1997.

Table 6a. Experience in Current Profession

	<u>Emigration Plan</u> Row Per Cent (Number of cases)					<u>Total</u>
	<u>Definitely Yes</u>	<u>Probably Yes</u>	<u>Don't Know</u>	<u>Probably No</u>	<u>Definitely No</u>	
<u>Experience in Current Profession</u>						
Below 5 years	15.3 (45)	29.5 (87)	23.1 (68)	25.4 (75)	6.8 (20)	100.0 (295)
5-9 years	22.6 (96)	30.4 (129)	22.4 (95)	16.9 (72)	7.8 (33)	100.0 (425)
10-14 years	21.9 (66)	30.9 (93)	21.9 (66)	19.9 (60)	5.3 (16)	100.0 (301)
15-19 years	28.1 (50)	25.3 (45)	18.0 (32)	20.2 (36)	8.4 (15)	100.0 (178)
20-29 years	29.0 (31)	27.1 (29)	11.2 (12)	23.4 (25)	9.3 (10)	100.0 (107)
30 plus years	33.3 (10)	20.0 (6)	6.7 (2)	23.3 (7)	16.7 (5)	100.0 (30)



Table 6b. Experience in Current Profession

<u>Experience in Current Profession</u>	<u>Emigration Status</u>	
	<u>Emigrated now abroad</u>	<u>Returnee</u>
Below 5 years	18.8 (6)	12.3 (14)
5-9 years	15.6 (5)	16.7 (19)
10-14 years	40.6 (13)	34.2 (39)
15-19 years	3.1 (1)	13.2 (15)
20-29 years	9.4 (3)	19.3 (22)
30 plus years	12.5 (4)	4.4 (5)
	<hr/> 100.0 (32)	<hr/> 100.0 (114)

g. Annual Salary :

It is quite evident from the figures in Table 7a-b that the tendency to seek emigration increases with income. Those in the three highest income brackets had the highest concentration of "definitely yes" and "probably yes" (about 60 per cent) and relatively low percentages of "definitely no" (about 10 per cent). The bottom three income groups were characterised by higher indecision. Emigrants who had returned to Hong Kong in general had a higher salary (59 per cent in HK\$250,000 - HK\$599,999 range) than their overseas counterparts (68 per cent in HK\$150,000 - HK\$399,999 range) (Table 7b). The results seem to suggest that emigrants by returning to Hong Kong gained in salary. Companies which intend to attract returnees may have to pay at least a salary range of HK\$250,000 - HK\$399,999 or be prepared to better the comparative package which is offered abroad for the same grade of employee.

Table 7a. Salary Profile

Emigration Plan Row Per Cent (Number of responses)						
	Definitely Yes	Probably Yes	Don't Know	Probably No	Definitely No	Total
<u>Annual Salary</u>						
Below \$50,000	10.0 (2)	30.0 (6)	20.0 (4)	20.0 (4)	20.0 (4)	100.0 (20)
\$50,000-\$99,999	9.2 (19)	26.1 (54)	26.1 (54)	29.5 (61)	9.2 (19)	100.0 (207)
\$100,000-\$149,999	12.0 (25)	31.7 (66)	24.0 (50)	25.0 (52)	7.2 (15)	100.0 (208)
\$150,000-\$249,999	24.3 (83)	30.7 (105)	20.2 (69)	19.0 (65)	5.8 (20)	100.0 (342)
\$250,000-\$399,999	22.8 (80)	28.8 (101)	23.1 (81)	18.8 (66)	6.6 (23)	100.0 (351)
\$400,000-\$599,999	27.3 (59)	31.0 (67)	14.8 (32)	19.4 (42)	7.4 (16)	100.0 (216)
\$600,000-\$899,999	41.6 (37)	19.1 (17)	14.6 (13)	14.6 (13)	10.1 (9)	100.0 (89)
\$900,000 plus	29.3 (24)	32.9 (27)	12.2 (10)	14.6 (12)	11.0 (9)	100.0 (82)

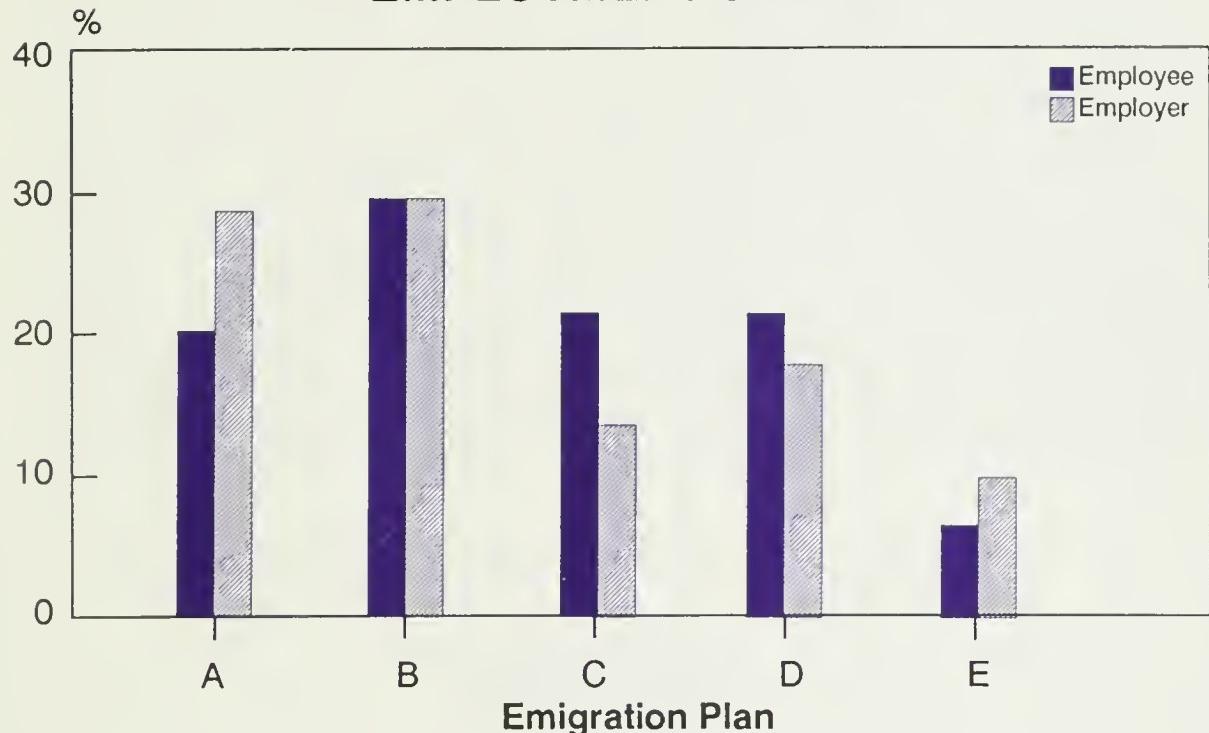
Table 7b. Salary Profile

	<u>Emigration Status</u>	
	Row Per Cent (Number of cases)	<u>Returnee</u>
	<u>Emigrated now abroad</u>	
<u>Annual Salary</u>		
Below \$50,000	-	-
\$50,000-\$99,999	8.8 (3)	1.6 (2)
\$100,000-\$149,999	5.9 (2)	3.3 (4)
\$150,000-\$249,999	38.2 (13)	6.5 (8)
\$250,000-\$399,999	29.4 (10)	37.4 (46)
\$400,000-\$599,999	17.6 (6)	22.0 (27)
\$600,000-\$899,999	-	19.5 (24)
\$900,000 plus	-	9.8 (12)
	<u>100.0</u> (34)	<u>100.0</u> (123)

h. Employment Status :

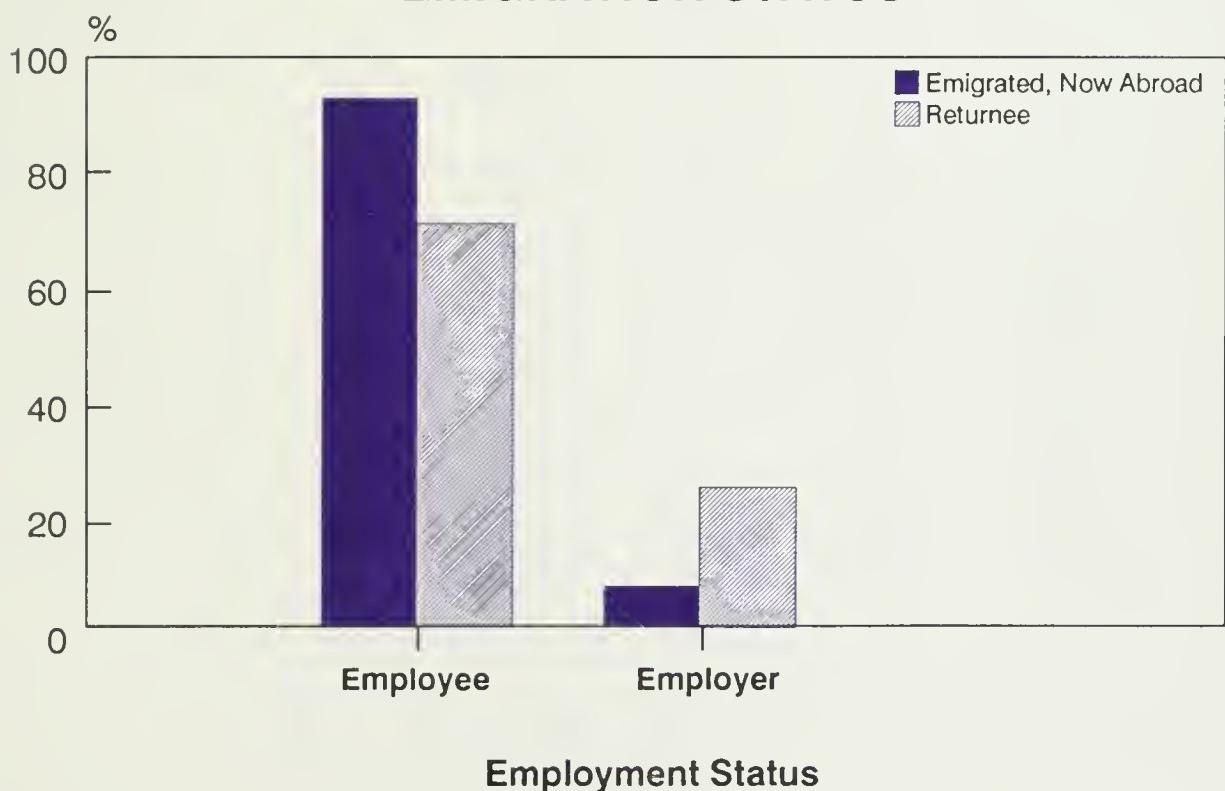
There was a relatively higher percentage of employers (58 per cent "definitely yes" and "probably yes") planning to emigrate than employees (50 per cent) as shown in Figure 7a. They were also more decisive in their emigration plan (only 14 per cent "don't know"). The emigration of employers may affect the economy seriously as they may leave Hong Kong together with their money and other financial assets and withdraw their investment here. The majority of emigrants now abroad (Figure 7b) were employees (91 per cent). It is interesting to note that there was a higher percentage of employers among the returnees (28 per cent) than the emigrants now abroad (6 per cent). One may argue that the return of overseas emigrants would not help the labour market supply in Hong Kong as a significant proportion of them returned as employers. Indeed, it may be that the returned employers could place a strain on an already tight market, even though their investment would counterbalance withdrawals to a small degree.

Figure 7a : EMIGRATION PLAN BY EMPLOYMENT STATUS



A : Definitely Yes, B : Probably Yes, C : Don't Know,
D : Probably No, E : Definitely No

Figure 7b : EMPLOYMENT STATUS BY EMIGRATION STATUS



i) Plan to Return to Hong Kong :

We asked our respondents whether they would return to Hong Kong after emigration (Table 8). It appears that the "definites" or "probables" were less likely to return than the "don't know" (11.2 per cent, 4.5 per cent and 4.2 per cent respectively answered "definitely no"). With respect to the current emigrants, the proportion of respondents with the intention to return was about the same as those with no intention to return (42 per cent answered "definitely yes" or "probably yes" and 39 per cent answered "definitely no" or "probably no"). On the whole, only about 7 per cent of the respondents were definitely intended to return to Hong Kong. We could expect to lose about one-third of our potential emigrants (34 per cent answered "definitely no" or "probably no"). However, about 27 per cent of our respondents were not certain about their plan to return to Hong Kong or stay overseas. There is a logical assumption that this group could be enticed back to Hong Kong, if favourable conditions and a non threatening political climate is created.

Table 8. Intention to Return to Hong Kong After Emigration

<u>Return to HK to Work after Emigration</u>	<u>Emigration Plan/Status</u>			<u>Emigrated Now Abroad</u>	<u>Overall</u>
	<u>Definitely Yes</u>	<u>Probably Yes</u>	<u>Don't Know</u>		
Definitely Yes	7.1 (23)	6.8 (30)	7.2 (17)	16.1 (5)	7.3 (75)
Probably Yes	28.0 (90)	35.6 (157)	31.6 (75)	25.8 (8)	32.0 (330)
Don't Know	24.2 (78)	26.8 (118)	31.2 (74)	19.4 (6)	26.8 (276)
Probably No	29.5 (95)	26.3 (116)	25.7 (61)	29.0 (9)	27.3 (281)
Definitely No	11.2 (36)	4.5 (20)	4.2 (10)	9.7 (3)	6.7 (69)
Total :	100.0 (322)	100.0 (441)	100.0 (237)	100.0 (31)	100.0 (1,031)

6. Returnee Information

One response to the problem of loss of professionals through emigration is to try to recruit from among those who have already left and are now trying to return. In fact a number of companies and employment agencies in Hong Kong are already advertising, both locally and overseas, to attract Hong Kong Chinese staff who are already in possession of a second passport. Whether such recruitment strategies are effective or not would depend on the living conditions and experiences of the emigrants in their new countries of citizenship and also the attractiveness of the jobs offered by the organizations in Hong Kong. We asked several questions relating to the above areas in order to get a better picture of the situation of the returnees both before and after they returned to Hong Kong. It is also important to know whether these returnees would leave Hong Kong again when 1997 approaches in order to assess the usefulness of the above recruitment option in solving the labour shortage problem in Hong Kong. Such information was also sought in this survey.

a. Employment Conditions After Emigration :

We asked our respondents how long it took them to get their first job after emigration; whether they worked in the same profession as they did in Hong Kong before emigration and whether they had a drop in salary and/or rank or seniority in their new jobs in the new countries. The results are represented in Figures 8 to 11.

Over half of the emigrants got their first job in less than a month after landing (58 per cent), and the majority (93 per cent) were employed within three months (Figure 8). Eighty per cent of these emigrants worked in the same profession in their new countries of citizenship (Figure 9). However, only about 20 per cent of the respondents maintained a similar salary level (Figure 10). Although 17 per cent enjoyed a salary hike by at least 75 per cent, as many as 51 per cent of the emigrants experienced a drop in salary to varying extents. Apart from suffering from a salary cut, many of them also experienced a drop in rank in their new jobs (Figure 11). In fact, 55 per cent of them were in such a situation, with one-fifth taking at least three steps down. Having to accept less pay and a lower rank in a foreign environment, these emigrants are potentially more willing to return to Hong Kong for employment than their more fortunate counterparts.

Figure 8 : HOW LONG IT TOOK TO GET FIRST JOB AFTER EMIGRATION

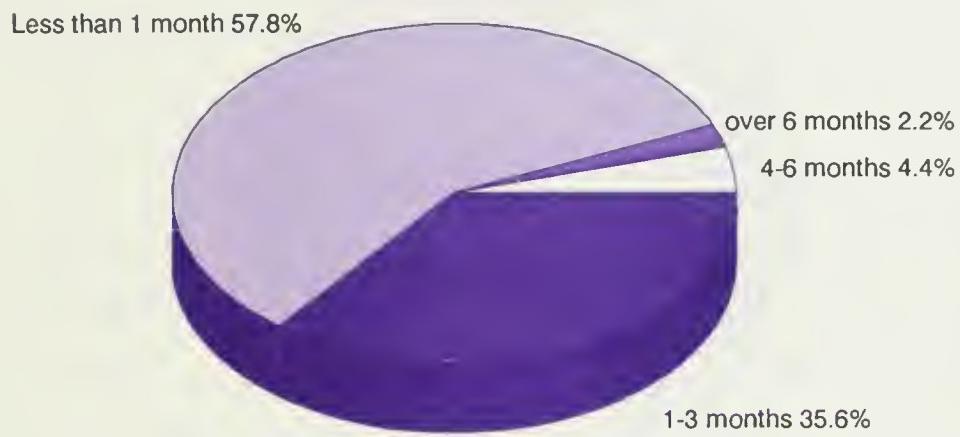
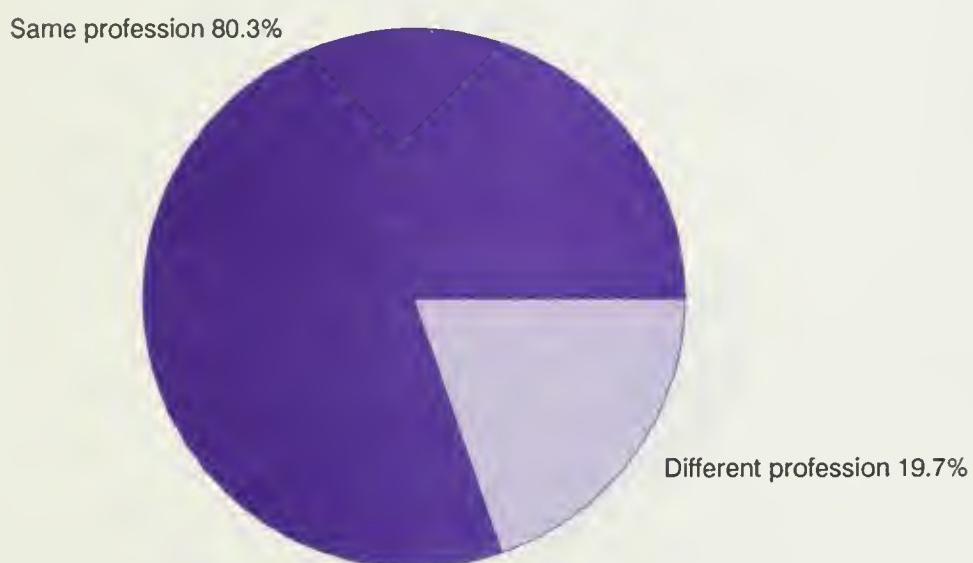
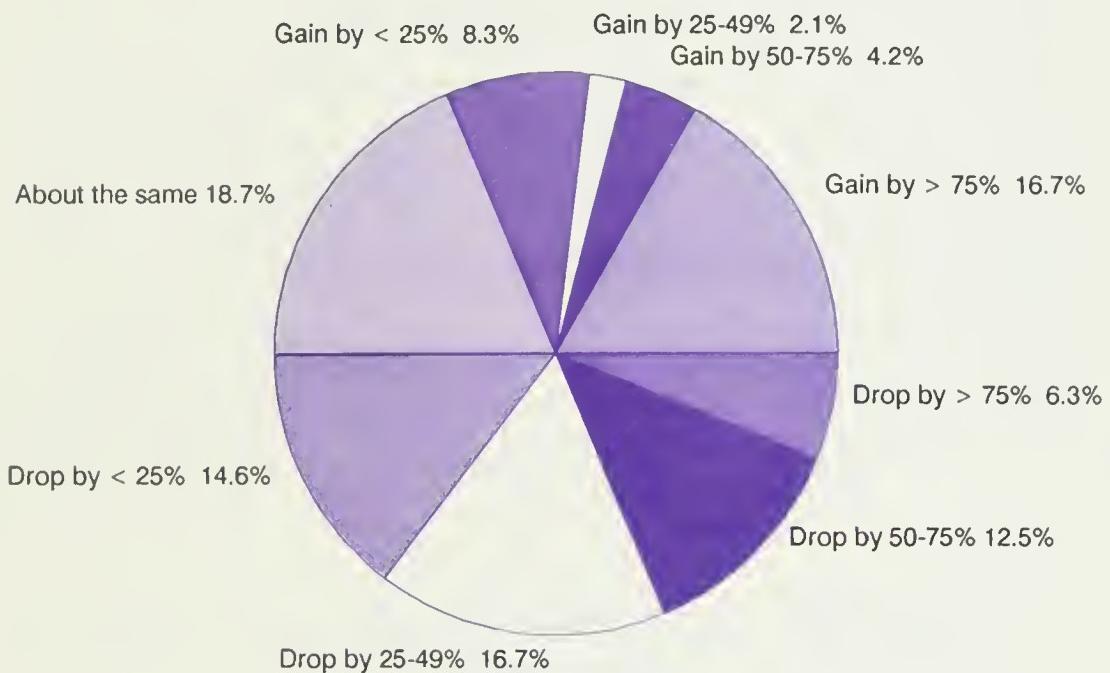


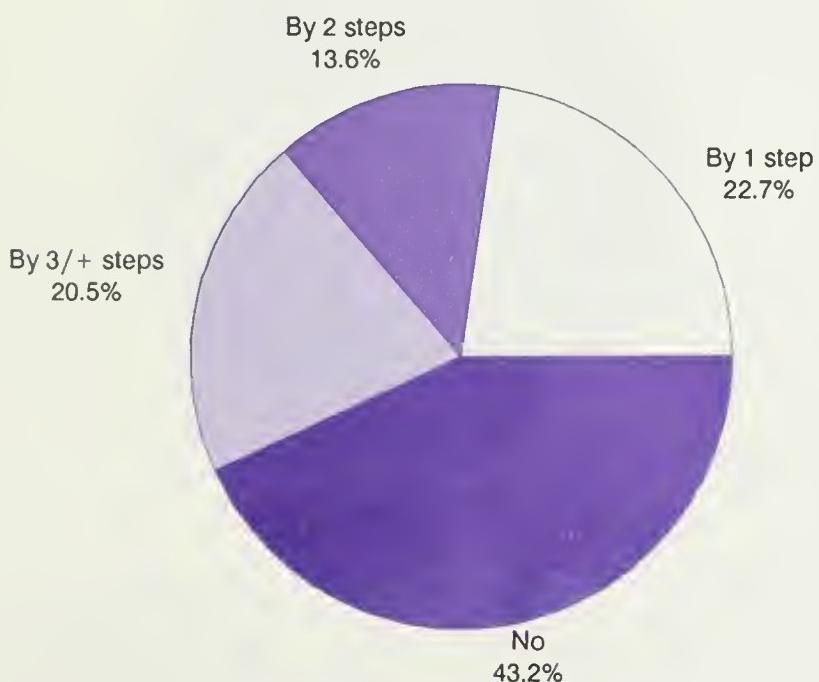
Figure 9 : WHETHER FIRST JOB IN SAME PROFESSION AFTER EMIGRATION



**Figure 10 : GAIN/DROP IN SALARY
AFTER EMIGRATION**



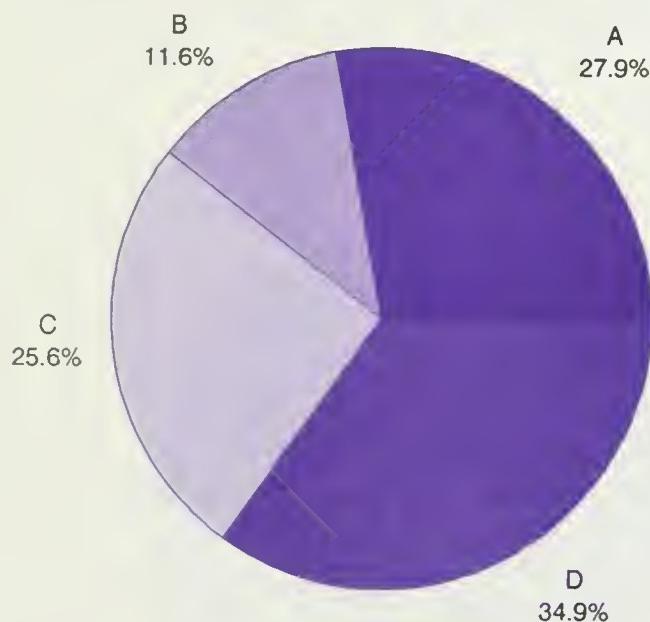
**Figure 11 : DROP IN RANK/SENIORITY
COMPARED WITH H.K. JOB**



b. Living Conditions Abroad

Respondents were also asked whether their spouse worked after emigration, whether they experienced any change in purchasing power, and whether they felt happier or not in their new countries after emigration (Figures 12 to 14). While about 60 per cent of these emigrants' spouses had no change in their roles after emigration, 12 per cent who previously did not work took up a job after emigration and 26 per cent of them stopped work after emigration (Figure 12). It seems that emigration caused considerable changes not only to these emigrated professionals but also their spouses. With respect to purchasing power, nearly 60 per cent of the returnees said that they had experienced a drop (Figure 13). Finally, about 32 per cent of the returnees indicated that they were less happy in their new countries; 26 per cent of them said they were happier; and 42 per cent felt the same (Figure 14). The various changes experienced by these emigrants and their spouses might have caused adjustment problems in their new environment and influenced their desire to return to Hong Kong. It could be argued that the longer the delay in wooing families back to Hong Kong, the more the risk of assimilation into the new culture with perhaps an accompanying anxiety about Hong Kong.

Figure 12 : WHETHER SPOUSE WORKED AFTER EMIGRATION



- A : Yes, both before and after
- B : Yes, but not before
- C : No, worked before only
- D : Neither before nor after emigration

Figure 13 : PURCHASING POWER ABROAD

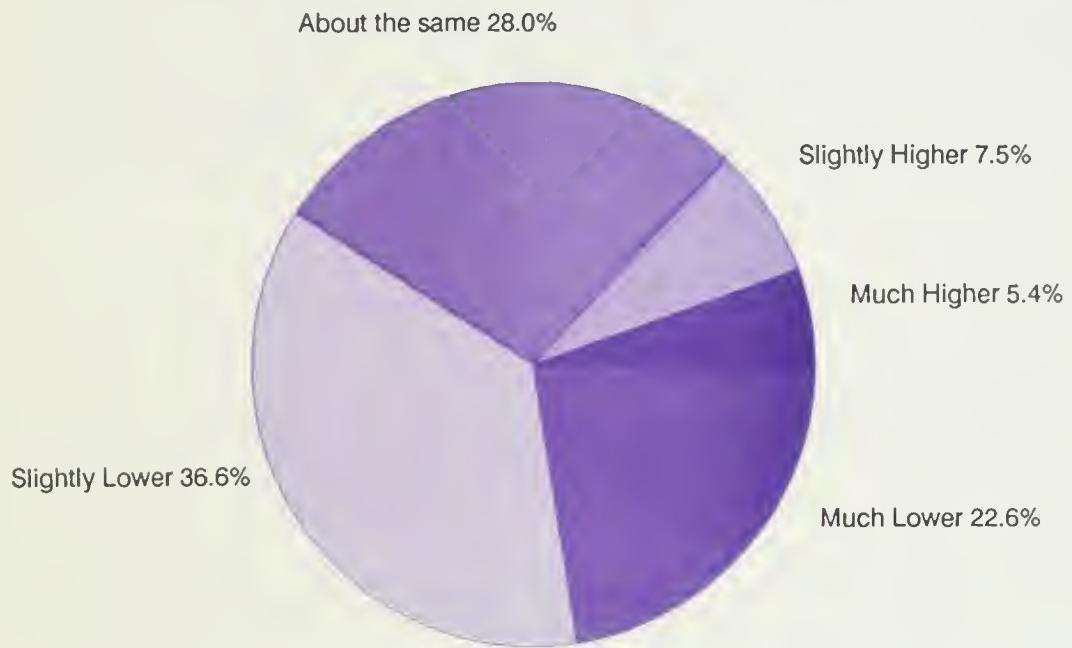
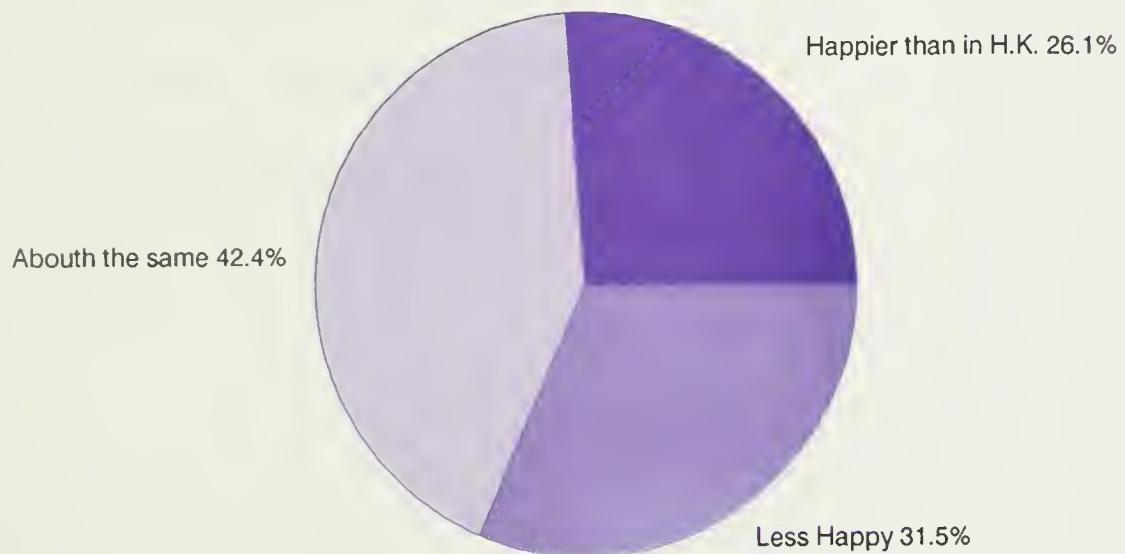


Figure 14 : HOW HAPPY ABROAD COMPARED WITH IN HONG KONG





c. Reasons For Returning To Hong Kong

When being asked about their reasons for returning to Hong Kong (Table 9), the majority of the respondents gave the reason that they could make more money in Hong Kong than abroad (46 per cent). This is consistent with the materialistic ethic of Hong Kong. About 16 per cent of the emigrants returned because they missed the emotional support of relatives and friends in Hong Kong. Very few returnees left their new countries because of adaptation problems (4 per cent) or racial discrimination (1 per cent). The results seem to suggest that we could attract the emigrants back to Hong Kong only by material incentives.

Table 9. Reasons For Returning to Hong Kong

<u>Reasons</u>	<u>Percentage of Response (Number of responses)</u>
Can make more money in HK than abroad	46.4 (78)
Missed emotional support of relatives and friends in H.K.	15.5 (26)
Want children educated in H.K.	5.4 (9)
Difficult to adapt abroad	3.6 (6)
Felt happier and more satisfied in H.K.	3.6 (6)
Cost of living lower in H.K.	2.4 (4)
Company transfer back to H.K.	2.4 (4)
Experienced racial discrimination abroad	1.2 (2)
Emigration policy allows	0.6 (1)
Others	19.0 (32)
	100.0 (168)



d. Conditions After Returning To Hong Kong

We asked the returnees whether they returned to Hong Kong with their spouse; whether they returned to their former employers; on what terms and conditions were they hired; and whether they had experienced any hostility from their local peers. The data would give us a better understanding of whether they would have any re-entry problem (Figures 15-18).

About 30 per cent of the returnees left their spouse abroad while they returned to Hong Kong for work (Figure 15). Such "split family" situations can cause stress and interpersonal strain on the employee. They will also have a negative impact upon the organization in terms of personnel-related problems.

A large proportion of the returnees (71 per cent) did not work for their former employers after returning to Hong Kong (Figure 16). This result is consistent with the data we collected in our parallel organizational survey which shows that only 21 per cent of the organizations maintained contact with staff who had emigrated (Kirkbride, Tang and Ko, 1989a).

Most of the returnees (70 per cent) were hired on local employment terms while working in Hong Kong on their overseas passport (Figure 17). Only 12 per cent of them were treated as expatriates. Some returnees (11 per cent) enjoyed a slightly better package or the so called 'modified' local terms. A small proportion (7 per cent) received some relocation assistance in addition to their packages which were on local terms. Such employment packages might be seen as unfair by these returnees since they may have experienced similar relocation problem as other expatriates or their non-Chinese counterparts when they returned to Hong Kong for work.

Almost 100 per cent of the returnees did not sense or experience any hostile reaction from their local colleagues upon returning (Figure 18). This is not surprising since most of them were hired on local terms and so charges of inequity were avoided.

There is evidently an organizational catch 22 concerning returnees. An incentive would be to offer expatriate terms and conditions and our results show that this might prove successful in increasing the return rate. However, one solution can often give birth to another problem. The emotion of Hong Kong workers when relativities and comparabilities are disturbed is well known to personnel practitioners. Mixing returned 'local' expatriates with local colleagues may disturb organizational equilibrium.



Figure 15 : WHETHER LEFT SPOUSE BEHIND WHILE RETURNING TO H.K.

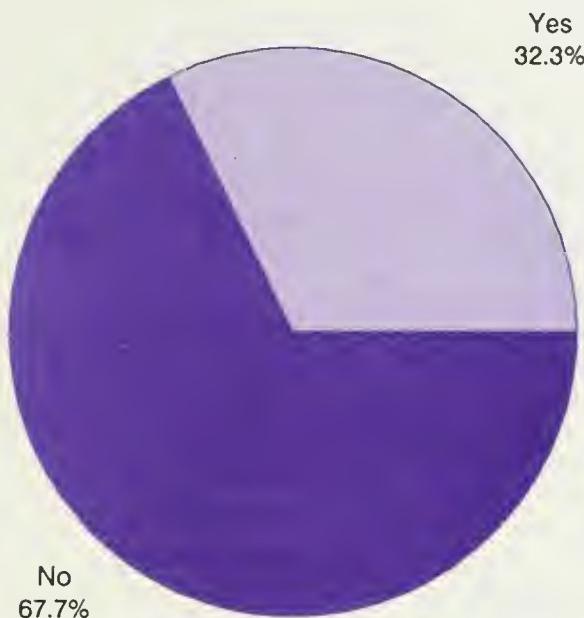


Figure 16 : WHETHER WORKING IN THE SAME ORGANISATION AS BEFORE AFTER RETURNING

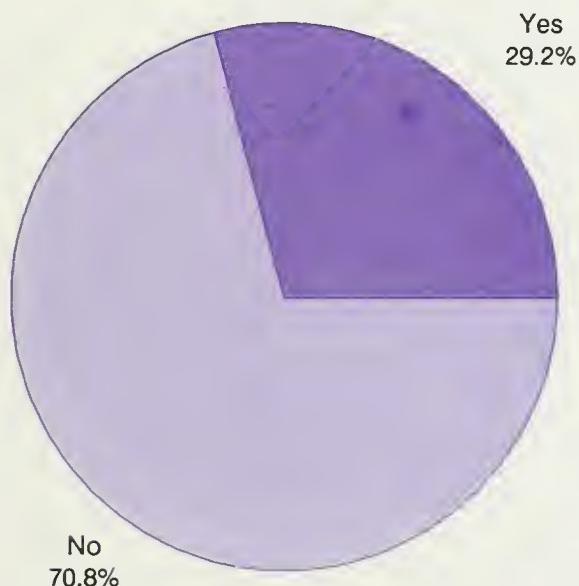




Figure 17 : TERMS HIRED ON AFTER RETURNING TO H.K.

A : Local terms
B : Local terms with relocation assistance
C : Modified local terms
D : Full expatriate terms

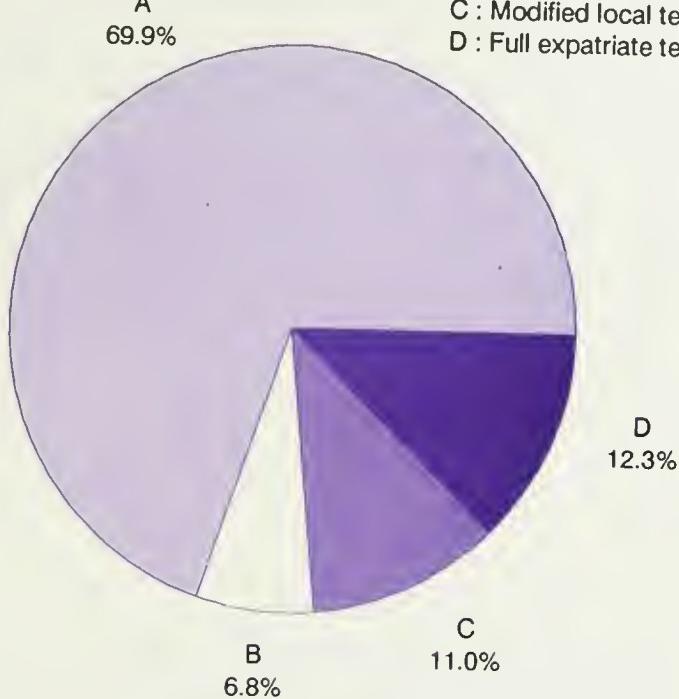
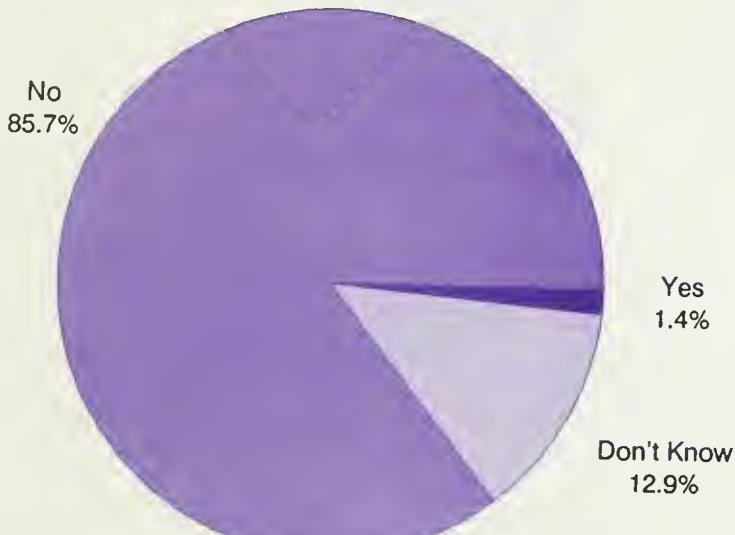
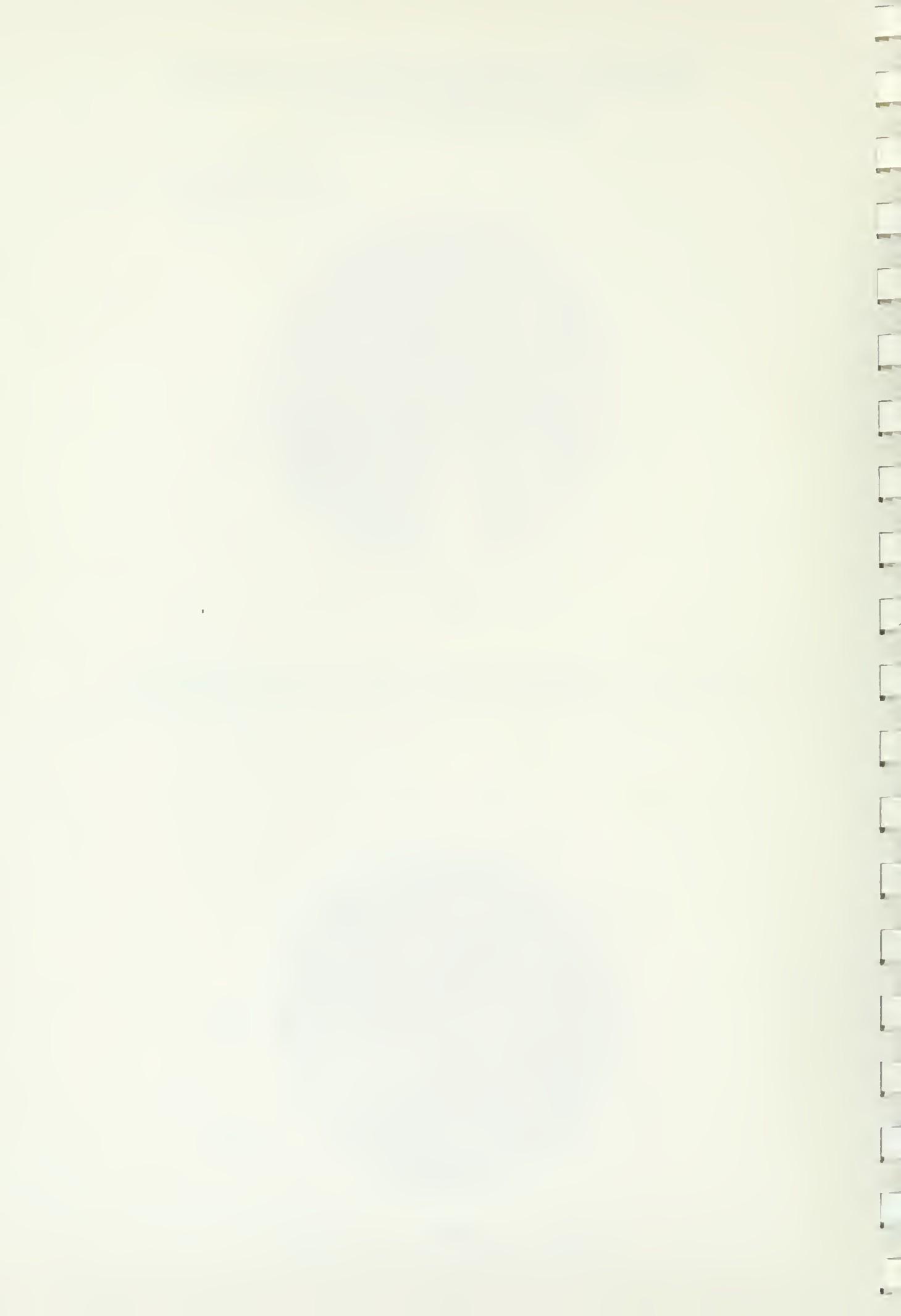


Figure 18 : REACTION FROM LOCAL PEERS



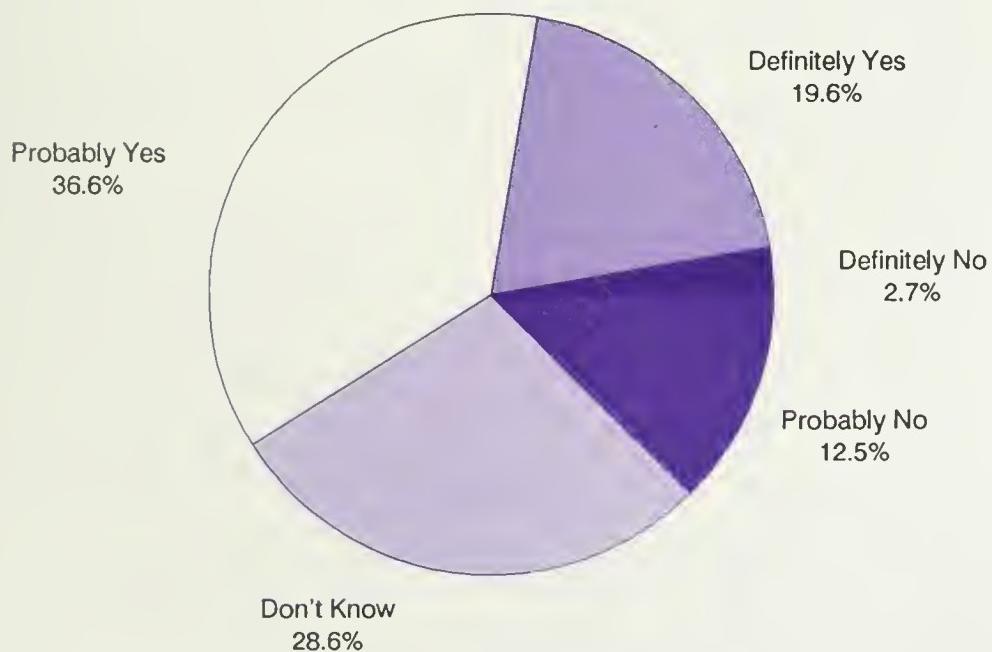
Hostile reaction from local peers



e. Plan To Leave/Stay In Hong Kong Post-1997

One of the government's strategies in tackling the brain drain problem is to attract emigrants back to Hong Kong (Sir David Wilson, 1989). There are a number of problems with this approach. Some of the social and organizational problems have been discussed. Additionally, a most serious problem would be a possible secondary exodus of returnees as 1997 approaches. In order to estimate such a possibility, we asked our returnees respondents if they intended to leave Hong Kong before 1997 (Figure 19). Fifty-six per cent of the returnees stated that they would definitely or probably leave Hong Kong before 1997. Only 3 per cent were definitely going to remain in the territory after that date. This shows that the present emigration exodus may simply be a mild foretaste of what is to come. Returnees would be likely to cash in their "insurance policy" with the second country nearer 1997.

**Figure 19 : WHETHER TO LEAVE H.K.
AGAIN BEFORE 1 JULY 1997**





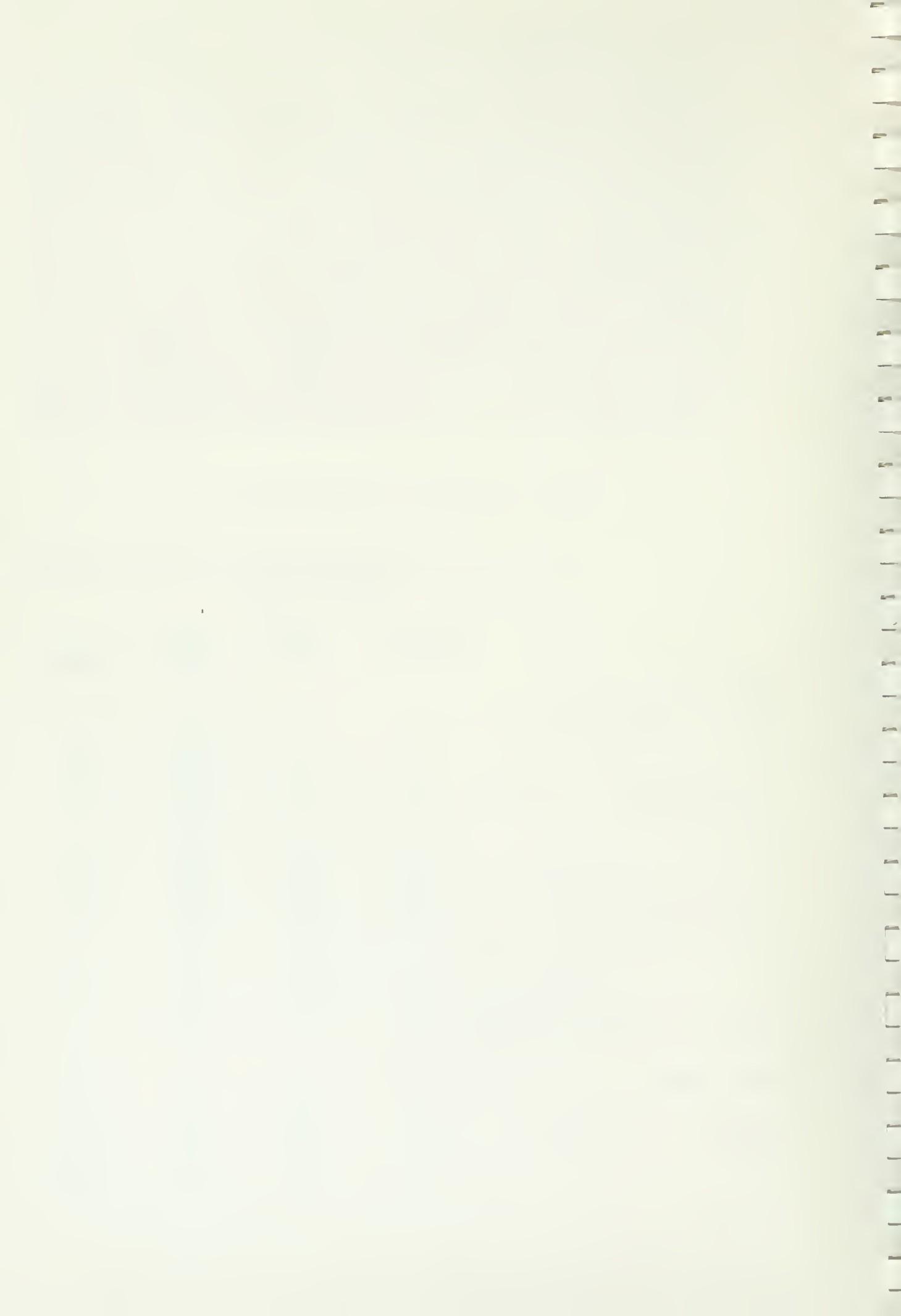
f. Reasons For Returning To New Country Of Citizenship Pre-1997

We asked our returnee respondents why they preferred to leave Hong Kong again before 1997 (Table 10). Two major reasons emerged. One was their fear that individual freedom may be at risk in Hong Kong after 1997 (29 per cent). The other was a lack of confidence in the stability of Hong Kong post 1997 (27 per cent). In the "Definitely Yes" category, a significant proportion of returnees quoted education for their children and rejoining family members abroad as their reasons for leaving Hong Kong again (16 and 14 per cent respectively). In the "Probably Yes" category, about 10 per cent of the respondents would leave Hong Kong again because of their worry about the job market in Hong Kong post 1997. In the "Don't Know" category, nearly 30 per cent of the returnees would leave Hong Kong before 1997 either for the education prospects of their children or the possible decline of job market opportunities in Hong Kong. On the whole, the returnees worried about their future freedom and the possible deterioration of both the political and economic conditions of Hong Kong after 1997. Securing an overseas education for their children would also be one of the major influences on their decision to leave Hong Kong.

Table 10. Reasons for Leaving 1 July 1997

Return to New Country of Citizenship before July 1, 1997
 Column Per Cent
 (Number of cases)

	<u>Definitely Yes</u>	<u>Probably Yes</u>	<u>Don't Know</u>	<u>Overall</u>
<u>Why Leave Again Pre-97</u>				
Individual freedom may be at risk in HK post-97	25.5 (13)	31.0 (27)	28.6 (20)	28.8 (60)
No confidence in the stability of HK post-97	29.4 (15)	24.1 (21)	28.6 (20)	26.9 (56)
Don't want children to be educated in HK after 97	15.7 (8)	9.2 (8)	14.3 (10)	12.5 (26)
Job market in HK may be unfavourable after 97	3.9 (2)	10.3 (9)	14.3 (10)	10.1 (21)
Want to rejoin family abroad	13.7 (7)	9.2 (8)	1.4 (1)	7.7 (16)
Attend to own business overseas	5.9 (3)	4.6 (4)	2.9 (2)	4.3 (9)
Other reasons	6.0 (3)	11.3 (10)	10.0 (7)	9.6 (20)
Total :	100.0 (51)	100.0 (87)	100.0 (70)	100.0 (208)



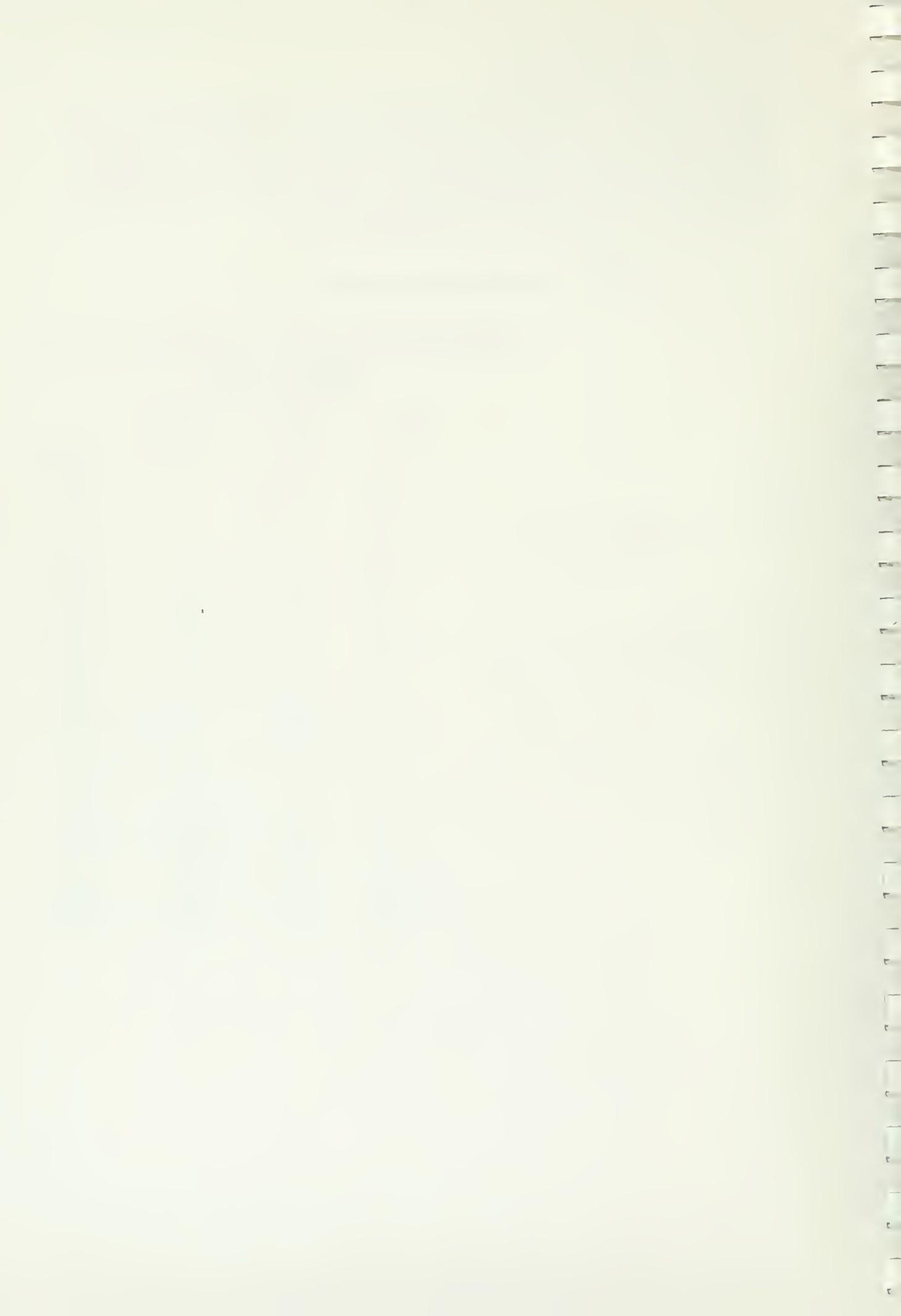
g. Reasons For Staying Post 1997

About one-third of the returnees who were either undecided or would probably stay in Hong Kong after 1997 believed that they could leave Hong Kong at any time with their second passport (Table 11). Eighteen per cent of this type of returnee would stay if their professional skills would be in demand post-1997. Of the 3 per cent of returnees who would definitely stay in Hong Kong after 1997, 40 per cent had confidence in the stability of Hong Kong post-1997.

Table 11. Reasons for Staying After 1 July 1997

Returning to New Country of Citizenship before 1997
 Column Per Cent
 (Number of cases)

	<u>Don't Know</u>	<u>Probably No</u>	<u>Definitely No</u>	<u>Overall</u>
Can leave any time with second passport	34.9 (22)	34.6 (9)	-	33.0 (31)
The person's professional skill may be in great demand post-97	23.8 (15)	7.7 (2)	-	18.1 (17)
Have confidence in the stability of post-97 HK	7.9 (5)	30.8 (8)	40.0 (2)	16.0 (15)
May be in better bargaining position post-97 being an overseas citizen	14.3 (9)	3.8 (1)	-	10.6 (10)
Have business interest/investment in HK	11.1 (7)	11.5 (3)	-	10.6 (10)
Want children to be educated in HK even after 97	1.6 (1)	-	-	1.1 (1)
Other reasons	6.4 (4)	11.4 (3)	60.0 (3)	10.6 (10)
Total :	100.0 (63)	100.0 (26)	100.0 (5)	100.0 (94)



CONCLUSION

Emigration of skilled manpower is a growing problem for Hong Kong. It is accelerating rapidly and is beginning to cause problems for organizations. Our survey results show that nearly half of our responding professionals wanted to emigrate. Their major reasons for emigrating were all related to the 1997 issue including the fear of loss of freedom after 1997, lack of confidence in the stability of Hong Kong under PRC rule, and their desire to have the "insurance" of a second passport before 1997. Less than one-third of our respondents intended to stay in Hong Kong beyond 1997. Among them, only a small proportion had confidence in the future of Hong Kong. They chose to stay mainly because of their worries about the job market and the possibility of racial discrimination overseas. It appears that we can only solve the emigration problem by political means as its major cause is a political one. The picture is even more worrying if we look at the characteristics of these potential emigrants. Professionals who were married with children; degree-holders; high in salary and/or organizational grade; and had long experience in organizations were more likely to emigrate. In addition, only a small per cent of the potential emigrants planned to return to Hong Kong after securing their second passport. Our data were obtained before the June 4th incident in the PRC and one could expect a much worse scenario by now.

The reasons which concern our respondents are very evidently political ones. Plausibly, only a political solution would totally solve the emigration problem. The Government has, however, attempted to apply a management solution to the problem by optimistically and actively attempting to attract emigrants back to Hong Kong to solve the current manpower problem. Two major factors affect the success of such a strategy. Firstly, the experience of the Hong Kong emigrants abroad. Our results show that the majority of emigrants had no problem finding a job overseas, but not a job which compared equally with salary and/or grade. Indeed, they experienced a drop in salary and/or grade and their purchasing power declined after emigration. About one-third were actually less happy in their new country of citizenship. The logic of the Government in attempting to attract these unhappy emigrants back to Hong Kong seems self-evident. Certainly, more money and better jobs are what attract people back to Hong Kong. The question and the second major factor is the desire of these emigrants who return to stay beyond 1997. Here, the potential danger of using returnees to overcome the present labour shortage problem emerges. More than half of our professional respondents intended to leave again and only 3 per cent would definitely stay. There is evidence that in ameliorating the problem in the short term we may be deferring tackling the real problem until a later date.

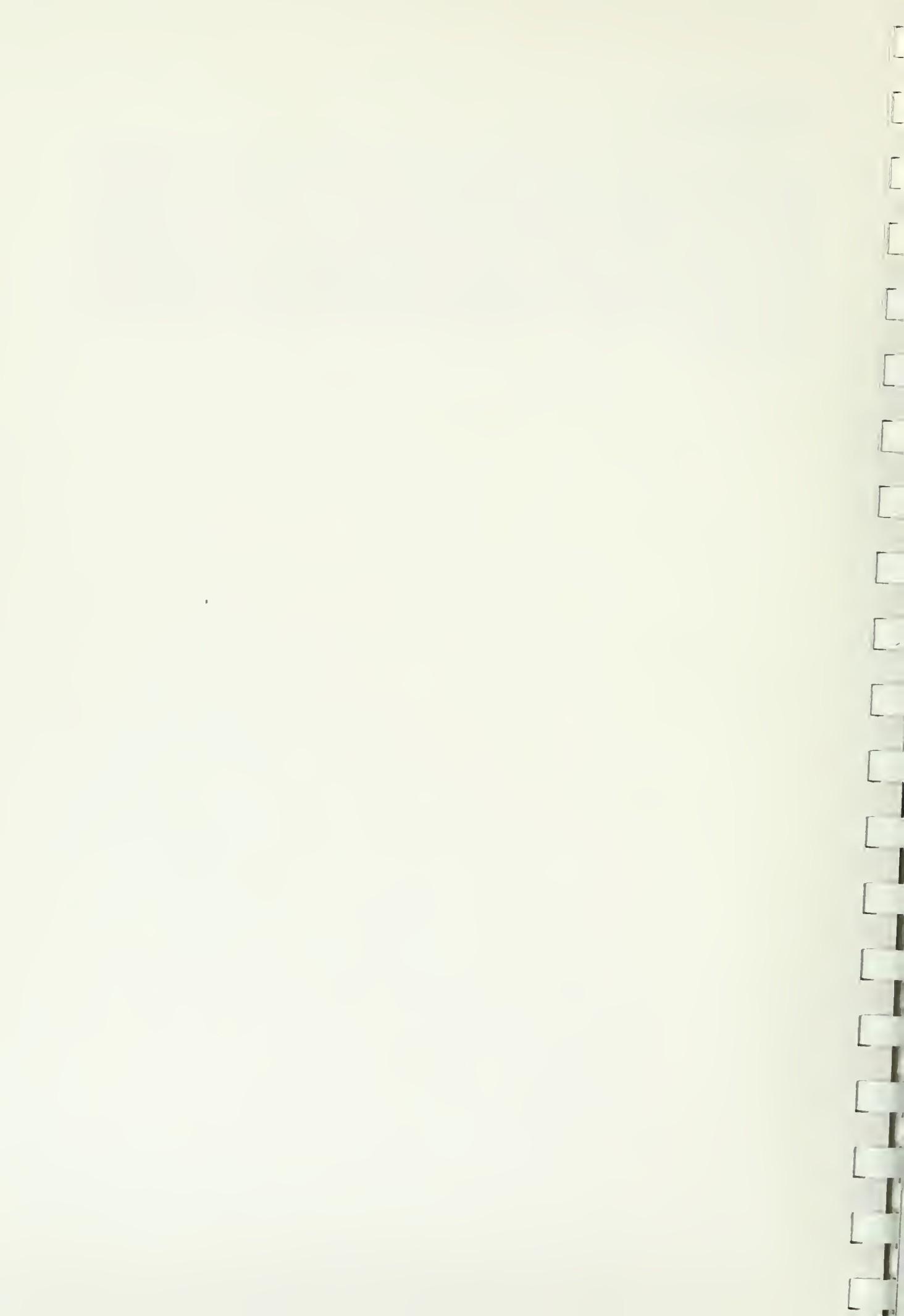


Overall, the results of this survey, together with the data we collected in our organizational survey, show that we are unlikely to stop the continuous outflow of skilled manpower from Hong Kong. It is also undesirable to stop emigration by legislative methods as that would create a more severe confidence crisis in Hong Kong. It is therefore important that we concentrate our effort in upgrading both the educational qualifications and professional skills of the remaining manpower in Hong Kong. The government's new direction in expanding the tertiary education provision and establishing the training fund to upgrade industrial technology and efficiency is certainly a positive move to alleviate the brain drain problem. However, we may then be confronting another problem - the lack of qualified educators and trainers in the territory because of emigration. In the short-run, it appears that we need to employ more expatriates to solve the manpower problem. In the long-run, both organizations in Hong Kong and the Hong Kong government should formulate sound and practical strategies and plans to train up those people who choose to stay in Hong Kong beyond 1997.



ACKNOWLEDGEMENT

On behalf of the Hong Kong Institute of Personnel Management, the authors would like to acknowledge the financial support of The Hong Kong General Chamber of Commerce, The Hong Kong and China Gas Company Ltd., Hutchison Whampoa Ltd., Jardine Matheson and Company Ltd. and Sime Darby Hong Kong Ltd. The authors would also like to thank Rachael Cheung and Estella Tsang for their excellent work on data processing, and Peter Barrett, Patrick Maule, and Eric Peake for their valuable advice and comments on this project and the earlier draft of this report. Last, but not least, we would like to thank all the participating professional associations in this survey.



REFERENCES

Kirkbride, P.S. and Chan, E., "Emigration from Hong Kong : The Interim Results of an Organizational Survey", Human Resources Journal, 4, 2, 1988, 5-17.

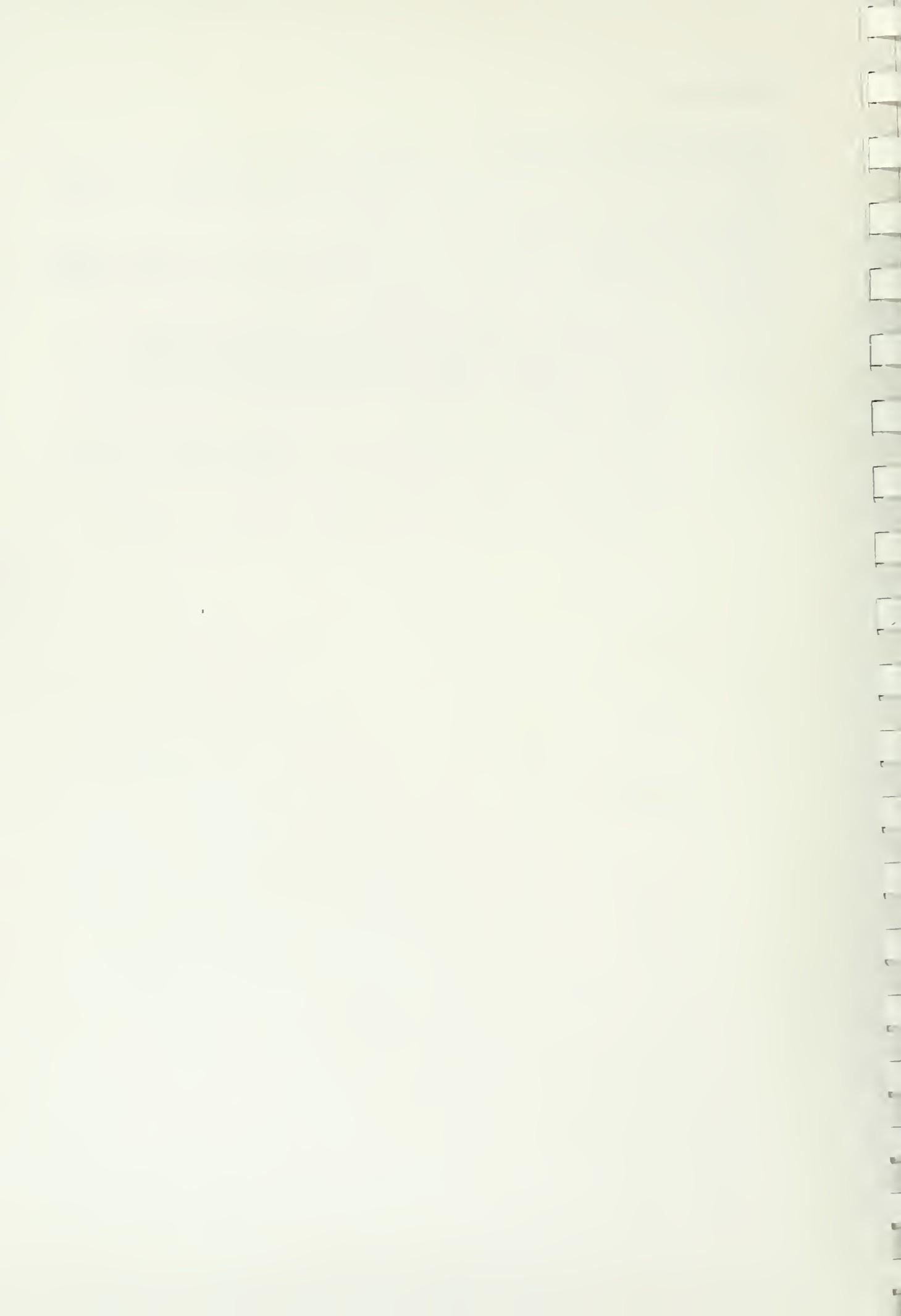
Kirkbride, P.S. and Tang, S.F.Y., "Emigration from Hong Kong : Further Data, Organizational Responses, and a Research Agenda", Human Resource Journal, 5, 1, 1989a.

Kirkbride, P.S., Tang, S.F.Y., and Ko, G., Emigration from Hong Kong : Evidence from Organizations, HKIPM, Hong Kong, Forthcoming, 1989a.

Kirkbride, P.S. and Tang, S.F.Y., "Tackling the managerial drain : Emigration from Hong Kong", Academy of International Business Annual Meeting, Singapore, 1989b.

Macklin, S., "Brain Drain Set to Jump 30 pc", South China Morning Post, September 9, 1989.

Sir David Wilson, Speech to the Legislative Council, October 10, 1989.





Hong Kong Institute of Personnel Management

“Emigration from Hong Kong” Survey
Questionnaire for Individuals
January 1989

Research Profile

Goal

Hong Kong's labour force has been losing high-calibre personnel as a result of emigration in the past few years. The current project is the first attempt in the private sector to gather data on this issue from a large number of individuals and organisations through a series of surveys.

The present survey has the following objectives:

- 1) To understand the demographic and socioeconomic backgrounds of professionals who choose to emigrate or not to emigrate;
- 2) To discover their reasons for emigrating or not emigrating;
- 3) To gain some insights into the employment profile of professionals who emigrated but have returned to Hong Kong for work.

It is hoped that results from this study will provide valuable information to people and organisations affected by or concerned about the emigration problem.

Data

A large number of individuals from various professional bodies are asked to answer this questionnaire. Respondents are assured that all the data will be aggregated and treated in the strictest confidence.

Research Team

Principal Researcher : Dr. Paul S. Kirkbride (BA, MSc, PhD, MIPM, MITD, MHKIPM)

Associate Researchers: Mr. Peter Barrett (BA, DMS, CIPM, FBIM, FIM, FHKIMP)
Mrs. Sara F.Y. Tang (BSc, MBA)

Research Assistant : Mr. Gilbert K.Y. Ko (BSc, MA)

Acknowledgement

Thanks are owed to the following organisations for their assistance in the course of this survey:

The Chartered Institute of Bankers — Hong Kong Centre
The Hong Kong Institution of Engineers
Hong Kong Society of Accountants
The Hong Kong Society for Training and Development
Institute of Training and Development
The Law Society of Hong Kong



Questionnaire

For each of the following questions, please tick *one* appropriate space unless stated otherwise.

Office use

SECTION I: Personal particulars

Before you answer the questions on emigration, we would like to get some background information about you.

Q.1	Sex:	<input type="checkbox"/> 1 Male	<input type="checkbox"/> 0 Female	[1]
Q.2	Age:	<input type="checkbox"/> 1 Under 25	<input type="checkbox"/> 4 40 — 49	4) _____
		<input type="checkbox"/> 2 25 — 29	<input type="checkbox"/> 5 50 — 64	5) _____
		<input type="checkbox"/> 3 30 — 39	<input type="checkbox"/> 6 65 or above	
Q.3	Marital status:	<input type="checkbox"/> 1 Single (including divorced, separated or widowed)		6) _____
		<input type="checkbox"/> 2 Married, with no children		
		<input type="checkbox"/> 3 Married, with children		
Q.4	Place of birth:	<input type="checkbox"/> 1 H.K.	<input type="checkbox"/> 0 Not H.K.	7) _____
Q.5	Passport you are currently holding: (tick two if you have dual citizenship)			
	<input type="checkbox"/> 1 British H.K.			8) _____
	<input type="checkbox"/> 2 H.K. Certificate of Identity (C.I.)			9) _____
	<input type="checkbox"/> 3 British U.K.			10) _____
	<input type="checkbox"/> 4 U.S.			11) _____
	<input type="checkbox"/> 5 Canadian			12) _____
	<input type="checkbox"/> 6 Australian			13) _____
	<input type="checkbox"/> 7 New Zealand			14) _____
	<input type="checkbox"/> 8 Chinese (People's Republic of China)			15) _____
	<input type="checkbox"/> 9 Chinese (Taiwan)			16) _____
	<input type="checkbox"/> 10 Japanese			17) _____
	<input type="checkbox"/> 11 Other (please specify) _____			18) _____
Q.6a	Highest educational level attained:			21) _____
	<input type="checkbox"/> 1 Primary			
	<input type="checkbox"/> 2 Secondary			
	<input type="checkbox"/> 3 Post-secondary (including T.I./Polytechnic diploma/certificate)			
	<input type="checkbox"/> 4 Graduate (bachelor's degree)			
	<input type="checkbox"/> 5 Post-graduate (post-graduate diploma, master's degree, Ph.D.)			
	<input type="checkbox"/> 6 Other (please specify) _____			
Q.6b	Place where you completed your highest education:			22) _____
	<input type="checkbox"/> 1 H.K.	<input type="checkbox"/> 0 Not H.K.		
Q.6c	With professional qualification? (e.g., lawyer, banker, accountant, etc.)			23) _____
	<input type="checkbox"/> 1 Yes	<input type="checkbox"/> 0 No		
Q.7	Current organisational grade/level:			24) _____
	<input type="checkbox"/> 1 Top management	<input type="checkbox"/> 5 Technical		
	<input type="checkbox"/> 2 Middle management	<input type="checkbox"/> 6 Secretarial		
	<input type="checkbox"/> 3 Supervisory	<input type="checkbox"/> 7 Clerical		
	<input type="checkbox"/> 4 Professional	<input type="checkbox"/> 8 Manual		
	<input type="checkbox"/> 9 Other (please specify) _____			



Q.8	Institute/society you are associated with: (you may tick more than one answer)		Office use
<input type="checkbox"/>	1 The H.K. Society for Training & Development		26) _____
<input type="checkbox"/>	2 Institute of Training & Development		27) _____
<input type="checkbox"/>	3 The H.K. Institute of Personnel Management		28) _____
<input type="checkbox"/>	4 The H.K. Institution of Engineers		29) _____
<input type="checkbox"/>	5 H.K. Society of Accountants		30) _____
<input type="checkbox"/>	6 The Chartered Institute of Bankers — H.K. Centre		31) _____
<input type="checkbox"/>	7 H.K. Institute of Surveyors		32) _____
<input type="checkbox"/>	8 The Law Society of H.K.		33) _____
<input type="checkbox"/>	9 Hong Kong Medical Association		34) _____
<input type="checkbox"/>	10 Other (please specify) _____		
Q.9 Full-time working experience in your current:			
a. company/organisation:	<input type="checkbox"/> 1 Below 5 years		41) _____
	<input type="checkbox"/> 2 5 — 9 years		
	<input type="checkbox"/> 3 10 — 14 years		
	<input type="checkbox"/> 4 15 — 19 years		
	<input type="checkbox"/> 5 20 — 29 years		
	<input type="checkbox"/> 6 30 years or over		
b. industry/profession:	<input type="checkbox"/> 1 Below 5 years		42) _____
	<input type="checkbox"/> 2 5 — 9 years		
	<input type="checkbox"/> 3 10 — 14 years		
	<input type="checkbox"/> 4 15 — 19 years		
	<input type="checkbox"/> 5 20 — 29 years		
	<input type="checkbox"/> 6 30 years or over		
Q.10 Current basic salary (annual), including 13th month contractual bonus but excluding discretionary bonuses:			
<input type="checkbox"/>	1 Less than \$50,000	<input type="checkbox"/> 5 \$250,000 — \$399,999	43) _____
<input type="checkbox"/>	2 \$ 50,000 — \$ 99,999	<input type="checkbox"/> 6 \$400,000 — \$599,999	
<input type="checkbox"/>	3 \$100,000 — \$149,999	<input type="checkbox"/> 7 \$600,000 — \$899,999	
<input type="checkbox"/>	4 \$150,000 — \$249,999	<input type="checkbox"/> 8 \$900,000 or more	
Q.11 Employment status:			
<input type="checkbox"/>	1 Employee		44) _____
<input type="checkbox"/>	2 Employer (including partner as in partnership)		
<input type="checkbox"/>	3 Other (please specify) _____		
SECTION II: Emigration profile			
Q.12 Do you plan to emigrate?			
<input type="checkbox"/>	1 Definitely yes	<input type="checkbox"/> go to Q.14 and tick your reason(s)/potential reason(s) for emigration	45) _____
<input type="checkbox"/>	2 Probably yes	<input type="checkbox"/> go to Q.13 and Q.14 and tick the reason(s) applicable to you	
<input type="checkbox"/>	3 Don't know	<input type="checkbox"/> go to Q.13 and tick your reason(s)/potential reason(s) for not emigrating	
<input type="checkbox"/>	4 Probably no	<input type="checkbox"/> go to Q.13 and tick your reason(s)/potential reason(s) for not emigrating	
<input type="checkbox"/>	5 Definitely no	<input type="checkbox"/> go to Q.13 and tick your reason(s)/potential reason(s) for not emigrating	
<input type="checkbox"/>	6 You already emigrated and now live abroad	<input type="checkbox"/> go to Q.14	
<input type="checkbox"/>	7 You emigrated but now have returned to H.K. for work on an overseas passport	<input type="checkbox"/> go to Q.14	



- Q 13 Reason(s) for *not* emigrating: (you may tick more than one answer)
- 1 You have confidence in the stability of H.K. after 1977
 2 You don't think you'll qualify for an emigration visa
 3 You have kinship ties in H.K.
 4 You want your children to be educated in H.K. rather than abroad
 5 You have business interests/investments in H.K.
 6 You may not find a comparable job overseas
 7 You may be subject to racial discrimination in another country
 8 You may not be able to adapt to a foreign environment
 9 Costs of living overseas are too high
 10 You prefer the living conditions in H.K. to abroad
 11 Other reason(s) (please specify) _____

Office use
 46) _____
 47) _____
 48) _____
 49) _____
 50) _____
 51) _____
 52) _____
 53) _____
 54) _____
 55) _____
 56) _____

You may stop here and return the questionnaire to the address on page 6.

- Q.14 Reason(s) of emigration: (you may tick more than one answer)
- 1 You have no confidence in the stability of H.K. after 1997
 2 Individual freedom may be at risk in post - 1997 H.K.
 3 You have kinship ties abroad
 4 You want your children to have citizenship in another country
 5 You want your children to be educated abroad
 6 You wish to have the insurance of a second passport
 7 You need freedom of travel outside H.K. at any time
 8 You have business interests/investments overseas
 9 You prefer the higher living standards overseas
 10 You prefer the living conditions abroad to H.K.
 11 The door of emigration may close at any time
 12 Other reason(s) (please specify) _____

60) _____
 61) _____
 62) _____
 63) _____
 64) _____
 65) _____
 66) _____
 67) _____
 68) _____
 69) _____
 70) _____
 71) _____

[2]
 4) _____

- Q.15 Name your actual/intended/ideal country of emigration.
- | | |
|--------------------------------------|---|
| <input type="checkbox"/> 1 Canada | <input type="checkbox"/> 5 New Zealand |
| <input type="checkbox"/> 2 Australia | <input type="checkbox"/> 6 Singapore |
| <input type="checkbox"/> 3 U.S.A. | <input type="checkbox"/> 7 Other (please specify) _____ |
| <input type="checkbox"/> 4 U.K. | |

6) _____

- Q.16 Which of the following was/is/will be applicable to your *destination* arrangement?
- 1 You had/have/will have secured employment in an overseas subsidiary/branch of your company/organisation before emigration
 2 You had/have/will have secured employment in another company/organisation in the same field before emigration
 3 You had/have/will have secured employment in a different field before emigration
 4 You were/are to seek employment in the same field after emigration
 5 You were/are to seek employment in other fields after emigration
 6 You were/are to start a business in the same field after emigration
 7 You were/are to start a business in a different field after emigration
 8 You were/are to have further studies after emigration
 9 You were/are to retire after emigration
 10 None of the above

If you have already emigrated but now work in H.K., please go to Q.18. Otherwise, please proceed to Q.17.

- Q.17 After emigration, will you return to H.K. for work?
- | | |
|---|--|
| <input type="checkbox"/> 1 Definitely yes | <input type="checkbox"/> 4 Probably no |
| <input type="checkbox"/> 2 Probably yes | <input type="checkbox"/> 5 Definitely no |
| <input type="checkbox"/> 3 Don't know | |

8) _____

You may stop here and return the questionnaire to the address on page 6.

SECTION III: Returnee information

Q.18 — Q.23 refer to your experience after arriving at your new country of citizenship.

Q.18 How long did it take you to get your first job after landing?

9) _____

- | | | | |
|--------------------------|--------------------------------|--------------------------|-----------------|
| <input type="checkbox"/> | 1 Less than 1 month | <input type="checkbox"/> | 3 4 — 6 months |
| <input type="checkbox"/> | 2 1 — 3 months | <input type="checkbox"/> | 4 Over 6 months |
| <input type="checkbox"/> | 5 Not applicable because _____ | | |
-

Q.19 With regard to that first job, did you:

a. Work in the same profession as you did in H.K. before emigration?

10) _____

- | | | | |
|--------------------------|-------|--------------------------|------|
| <input type="checkbox"/> | 1 Yes | <input type="checkbox"/> | 0 No |
|--------------------------|-------|--------------------------|------|

b. Get a gain/drop in salary compared with your job in H.K. prior to emigration?

11) _____

- | | |
|--------------------------|---------------------------------|
| <input type="checkbox"/> | 1 Gain by more than 75% |
| <input type="checkbox"/> | 2 Gain by 50 — 75% |
| <input type="checkbox"/> | 3 Gain by 25 — 49% |
| <input type="checkbox"/> | 4 Gain by less than 25% |
| <input type="checkbox"/> | 5 About the same salary |
| <input type="checkbox"/> | 6 Drop by less than 25% |
| <input type="checkbox"/> | 7 Drop by 25 — 49% |
| <input type="checkbox"/> | 8 Drop by 50 — 75% |
| <input type="checkbox"/> | 9 Drop by more than 75% |
| <input type="checkbox"/> | 10 Not applicable because _____ |
-

c. Take a drop in rank/seniority compared with your job in H.K. before emigration?

13) _____

- | | |
|--------------------------|--------------------------------|
| <input type="checkbox"/> | 1 Yes, by 1 step down |
| <input type="checkbox"/> | 2 Yes, by 2 steps down |
| <input type="checkbox"/> | 3 Yes, by 3 or more steps down |
| <input type="checkbox"/> | 4 No |
| <input type="checkbox"/> | 5 Not applicable because _____ |
-

Q.20 Did your wife work after settling in that country?

14) _____

- | | |
|--------------------------|--|
| <input type="checkbox"/> | 1 She held a job as she did before emigration |
| <input type="checkbox"/> | 2 She held a job but she didn't before emigration |
| <input type="checkbox"/> | 3 She gave up working but she did work before emigration |
| <input type="checkbox"/> | 4 She didn't work, nor did she before emigration |
| <input type="checkbox"/> | 5 Not applicable because _____ |
-

Q.21 How would you describe your purchasing power in that country compared with H.K.?

15) _____

- | | | | |
|--------------------------|-------------------|--------------------------|------------------|
| <input type="checkbox"/> | 1 Much higher | <input type="checkbox"/> | 4 Slightly lower |
| <input type="checkbox"/> | 2 Slightly higher | <input type="checkbox"/> | 5 Much lower |
| <input type="checkbox"/> | 3 About the same | | |

Q.22 After emigrating to that country, you were:

16) _____

- | | |
|--------------------------|-----------------------------|
| <input type="checkbox"/> | 1 Happier than in H.K. |
| <input type="checkbox"/> | 2 About the same as in H.K. |
| <input type="checkbox"/> | 3 Less happy than in H.K. |

Office use

17) _____

Q.23 Did you leave your wife in that country while you return to H.K. for work?

- 1 Yes — 0 No
— 2 Not applicable because _____

Q.24 — Q.31 refer to your experience in H.K. after returning from overseas.

Q.24 Please tick your reason(s) for returning to H.K.

- 1 You can make more money in H.K. than abroad
— 2 The cost of living in your new country of citizenship is too high
— 3 You find it difficult to adapt to that country
— 4 You want your children to be educated in H.K.
— 5 You miss the emotional support of relatives and friends in H.K.
— 6 Other reason(s) (please specify) _____

18) _____
19) _____
20) _____
21) _____
22) _____
23) _____

Q.25 Are you now working in the same company/organisation as you did prior to emigration?

- 1 Yes — go to Q.27
— 2 No — go to Q.26
— 3 Not working now — go to Q.29

28) _____

Q.26 Your have not returned to your former company/organisation because: (you may tick more than one answer)

- 1 You did not apply
— 2 The company/organisation did not give you an offer
— 3 The company/organisation had no opening for you
— 4 The company/organisation was unable to hire you on expatriate terms
— 5 The company/organisation gave an offer on local terms but another company/organisation offered expatriate terms
— 6 Another company/organisation gave a better offer although both are on local terms
— 7 Another company/organisation gave a better offer although both are one expatriate terms
— 8 You did not want your expatriate status to create hostile feelings from local peers
— 9 You wanted to try a new working environment
— 10 Other reason(s) (please specify) _____

29) _____
30) _____
31) _____
32) _____
33) _____
34) _____
35) _____
36) _____
37) _____
38) _____

Q.27 On what terms are you being hired now?

- 1 Local terms — go to Q.29
— 2 Local terms once landed but assistance provided with relocation expenses — go to Q.28
— 3 Modified local terms (please specify) _____
— — — — — go to Q.28
— 4 Full expatriate terms — go to Q.28
— 5 Not applicable because _____
— — — — — go to Q.29

Canada-Hong Kong Resource Centre
1 Spadina Crescent, Km. 111, Toronto, Canada, M3J 1A1
Hong Kong, China

42) _____

Q.28 Have you sensed or experienced any hostile/negative reaction from your local peers?

- 1 Yes — 0 No — 2 Don't know

44) _____

		Office use
Q.29	Will you return to your new country of citizenship <i>before</i> 1 July 1997?	
<input type="checkbox"/>	1 Definitely yes	go to Q.30 and tick your reason(s)/ potential reason(s) for returning
<input type="checkbox"/>	2 Probably yes	
<input type="checkbox"/>	3 Don't know	go to Q.30 and Q.31 and tick the reason(s) applicable to you
<input type="checkbox"/>	4 Probably no	go to Q.31 and tick your reason(s) / potential reason(s) for not returning
<input type="checkbox"/>	5 Definitely no	
Q.30	Reason(s) for returning to that country before 1 July 1997: (you may tick more than one answer)	
<input type="checkbox"/>	1 You have no confidence in the stability of H.K. after the 1997 – changeover	46) _____
<input type="checkbox"/>	2 Individual freedom may be at risk in post – 1997 H.K.	47) _____
<input type="checkbox"/>	3 You want to rejoin your family in that country	48) _____
<input type="checkbox"/>	4 You don't want your children to be educated in H.K. after 1997	49) _____
<input type="checkbox"/>	5 You want to attend to your own business in that country	50) _____
<input type="checkbox"/>	6 The job market in H.K. after 1997 might become unfavourable	51) _____
<input type="checkbox"/>	7 Other reason(s) (please specify) _____	52) _____
Q.31	Reason(s) for not returning to that country before 1 July 1997: (you may tick more than one answer)	
<input type="checkbox"/>	1 You have confidence in the stability of H.K. after 1997	57) _____
<input type="checkbox"/>	2 You can leave any time with your second passport	58) _____
<input type="checkbox"/>	3 Your professional skill may be in great demand after 1997	59) _____
<input type="checkbox"/>	4 As an overseas citizen, you may be in a better job bargaining position after 1997	60) _____
<input type="checkbox"/>	5 You want your children to continue their education in H.K. even after 1997	61) _____
<input type="checkbox"/>	6 You have business interests/investments in H.K.	62) _____
<input type="checkbox"/>	7 Other reason(s) (please specify) _____	63) _____

You may stop here and return the questionnaire to the address on page 1.

Thank you for completing this questionnaire. Please return it to the address below

Return address

Please return the completed questionnaire *within two weeks* to:

Mr. Gilbert Ko
 "Emigration from H.K."
 Department of Business & Management
 City Polytechnic of H.K.
 Argyle Centre, Tower II
 700 Nathan Road
 Kowloon
 Hong Kong
 Phone: 3-984717

Table 1a. Emigration Plan/Status

<u>Emigration Plan/Status</u>	<u>Number</u>	<u>Percent</u>
Definitely Yes	330	19.5
Probably Yes	445	26.3
Don't Know	313	18.5
Probably No	317	18.7
Definitely No	115	6.8
Emigrated, Now Living Abroad	36	2.1
Emigrated, Now Have Returned to HK	125	7.4
Not Specified	12	0.7
	<hr/> 1,693	<hr/> 100.0

Table 1b. Emigration Plan/Status

	<u>Definitely yes</u>	<u>Probably yes</u>	<u>Don't know</u>	<u>Probably no</u>	<u>Definitely no</u>	<u>Emigrated now abroad</u>	<u>Returnees</u>
Personnel							
Engineers	<u>Percent Responses</u> 23.9 42	23.9 42	22.7 40	18.7 33	5.7 10	1.7 3	3.4 6
Accountants	<u>Percent Responses</u> 16.2 76	25.1 118	16.6 78	21.3 100	8.9 42	4.7 22	7.2 34
Bankers	<u>Percent Responses</u> 20.2 85	27.6 116	18.1 76	16.4 69	4.0 17	0.7 3	12.9 54
Lawyers	<u>Percent Responses</u> 14.7 50	29.1 99	25.3 86	22.1 75	6.8 23	1.2 4	0.9 3
Doctors	<u>Percent Responses</u> 19.4 25	29.5 38	18.6 24	14.7 19	10.9 14	0.8 1	6.2 8
	<u>Percent Responses</u> 34.9 45	23.3 30	8.5 11	14.0 18	4.7 6	2.3 3	12.4 16

Table 2. Sex Profile

		<u>Emigration Plan/Status</u>							
		Row Per Cent							
		(Number of cases)							
		Definitely Yes	Probably Yes	Don't Know	Probably No	Definitely No	Emigrated now abroad	Returnee	Overall
<u>Sex</u>									
Male		19.5 (248)	25.8 (328)	17.5 (222)	19.3 (245)	7.6 (96)	2.2 (28)	8.0 (102)	100.0 (1,269)
Female		19.7 (79)	28.4 (114)	22.2 (89)	17.7 (71)	4.2 (17)	2.0 (8)	5.7 (23)	100.0 (401)

Table 3a. Age Profile

Emigration Plan
Row Per Cent
(Number of cases)

	<u>Definitely Yes</u>	<u>Probably Yes</u>	<u>Don't Know</u>	<u>Probably No</u>	<u>Definitely No</u>	<u>Total</u>
<u>Age</u>						
Under 25	7.9 (6)	28.9 (22)	22.4 (17)	26.3 (20)	14.5 (11)	100.0 (76)
25 - 29	14.3 (55)	29.9 (115)	25.3 (97)	24.7 (95)	5.7 (22)	100.0 (384)
30 - 39	22.1 (169)	31.4 (240)	21.0 (161)	19.2 (147)	6.3 (48)	100.0 (765)
40 - 49	36.6 (74)	20.3 (41)	12.9 (26)	19.3 (39)	10.9 (22)	100.0 (202)
50 - 64	30.1 (22)	31.5 (23)	9.6 (7)	16.4 (12)	12.3 (9)	100.0 (73)
65 or above	18.2 (2)	9.1 (1)	27.3 (3)	27.3 (3)	18.2 (2)	100.0 (11)

Table 3b. Age Profile

Emigration Status

Row Per Cent
(Number of cases)

<u>Age</u>	<u>Emigrated now abroad</u>	<u>Returnee</u>
Under 25	2.9 (1)	-
25 - 29	14.3 (5)	6.5 (8)
30 - 39	54.3 (19)	53.2 (66)
40 - 49	14.3 (5)	26.6 (33)
50 - 64	8.6 (3)	12.9 (16)
65 or above	5.7 (2)	0.8 (1)
Total:	<u>100.0</u> (35)	<u>100.0</u> (124)

Table 4a. Marital Status Profile

	<u>Emigration Plan</u> Column Per Cent (Number of cases)					<u>Total</u>
	<u>Definitely Yes</u>	<u>Probably Yes</u>	<u>Don't Know</u>	<u>Probably No</u>	<u>Definitely No</u>	
<u>Marital Status</u>						
Single	12.9 (71)	29.2 (161)	25.7 (142)	23.2 (128)	9.1 (50)	100.0 (552)
Married, w/o children	22.9 (64)	28.2 (79)	19.6 (55)	22.5 (63)	6.8 (19)	100.0 (280)
Married , w/children	28.4 (194)	29.6 (202)	17.0 (116)	18.4 (126)	6.6 (45)	100.0 (683)

Table 4b. Marital Status Profile

	<u>Emigration Status</u> Column Per Cent (Number of cases)		<u>Returnee</u>
	<u>Emigrated now abroad</u>	<u> </u>	
<u>Marital Status</u>			
Single	25.0 (9)		16.0 (20)
Married, w/o children	25.0 (9)		18.4 (23)
Married, w/children	50.0 (18)		65.6 (82)
Total :	100.0 (36)		100.0 (125)

Table 5a. Educational Background

	<u>Emigration Plan</u> Row Per Cent (Number of cases)					
	Definitely Yes	Probably Yes	Don't Know	Probably No	Definitely No	Total
<u>Highest Education</u>						
Secondary	15.0 (22)	29.3 (43)	21.8 (32)	25.2 (37)	8.8 (13)	100.0 (147)
Post-secondary	17.0 (83)	30.6 (149)	24.0 (117)	20.9 (102)	7.4 (36)	100.0 (487)
Graduate degree	23.8 (112)	26.8 (126)	18.7 (88)	23.6 (111)	7.2 (34)	100.0 (471)
Post-graduate degree	27.2 (107)	31.0 (122)	18.0 (71)	16.5 (65)	7.4 (29)	100.0 (394)
Professional/Chartered	23.5 (4)	23.5 (4)	29.4 (5)	11.8 (2)	11.8 (2)	100.0 (17)

Table 5b. Educational Background

	<u>Emigration Status</u>	
	<u>Column Per Cent</u> <u>(Number of cases)</u>	<u>Returnee</u>
	<u>Emigrated now abroad</u>	
<u>Highest Education</u>		
Secondary	2.8 (1)	-
Post-secondary	13.9 (5)	13.7 (17)
Graduate degree	33.3 (12)	50.8 (63)
Post-graduate degree	50.0 (18)	34.7 (43)
Professional/Chartered	-	0.8 (1)
	<hr/> 100.0 (36)	<hr/> 100.0 (124)

Table 6a. Educational Background

	<u>Emigration Plan</u> Row Per Cent (Number of cases)					<u>Total</u>
	<u>Definitely Yes</u>	<u>Probably Yes</u>	<u>Don't Know</u>	<u>Probably No</u>	<u>Definitely No</u>	
<u>Place of Highest Education</u>						
Hong Kong	19.5 (221)	29.4 (333)	22.2 (251)	21.9 (248)	6.9 (78)	100.0 (1,131)
Not Hong Kong	28.0 (108)	28.5 (110)	16.1 (62)	17.9 (69)	9.6 (37)	100.0 (386)

Table 6b. Educational Background

	<u>Emigration Status</u> Column Per Cent (Number of cases)		<u>Returnee</u>
	<u>Emigrated now abroad</u>	<u>Returnee</u>	
<u>Place of Highest Education</u>			
Hong Kong	30.6 (11)	22.8 (28)	
Not Hong Kong	69.4 (25)	77.2 (95)	
Total :	100.0 (36)	100.0 (123)	

Table 7a. Employment Status

	<u>Emigration Plan</u>					<u>Total</u>
	<u>Definitely Yes</u>	<u>Probably Yes</u>	<u>Don't Know</u>	<u>Probably No</u>	<u>Definitely No</u>	
<u>Employment Status</u>						
Employee	20.0 (259)	29.5 (382)	21.6 (280)	21.5 (278)	7.3 (95)	100.0 (1,294)
Employer (include partner)	28.5 (55)	29.5 (57)	14.0 (27)	18.1 (35)	9.8 (19)	100.0 (193)
Others	61.1 (11)	16.7 (3)	11.1 (2)	5.6 (1)	5.6 (1)	100.0 (18)

Table 7b. Employment Status

	<u>Emigration Status</u>		<u>Returnee</u>
	<u>Emigrated now abroad</u>	<u>Returnee</u>	
<u>Employment Status</u>			
Employee	91.4 (32)	70.5 (86)	
Employer (include partner)	5.7 (2)	27.9 (34)	
Others	2.9 (1)	1.6 (2)	
	<u>100.0</u> (35)	<u>100.0</u> (122)	

Table 8. How Long it Took to Get First Job after Landing

	<u>Profession</u>						
	Column Per Cent						
	(Number of cases)						
	<u>Personnel</u>	<u>Engineers</u>	<u>Accountants</u>	<u>Bankers</u>	<u>Lawyers</u>	<u>Doctors</u>	<u>Overall</u>
<u>Time to Get First Job</u>							
Less than 1 month	66.7 (2)	70.0 (7)	63.6 (14)	-	100.0 (2)	14.3 (1)	57.8 (26)
1-3 months	33.3 (1)	30.0 (3)	31.8 (7)	100.0 (1)	-	57.1 (4)	35.6 (16)
4-6 months	-	-	4.5 (1)	-	-	14.3 (1)	4.4 (2)
Over 6 months	-	-	-	-	-	14.3 (1)	2.2 (1)
	<u>100.0 (3)</u>	<u>100.0 (10)</u>	<u>100.0 (22)</u>	<u>100.0 (1)</u>	<u>100.0 (2)</u>	<u>100.0 (7)</u>	<u>100.0 (45)</u>

Table 9. Whether First Job in Same Profession

	<u>Profession</u>						
	Column Per Cent						
	(Number of cases)						
	<u>Personnel</u>	<u>Engineers</u>	<u>Accountants</u>	<u>Bankers</u>	<u>Lawyers</u>	<u>Doctors</u>	<u>Overall</u>
<u>First Job After Landing</u>							
<u>in Same Profession As</u>							
<u>in H.K.</u>							
Yes	33.3 (1)	89.5 (17)	77.8 (21)	100.0 (1)	50.0 (1)	88.9 (8)	80.3 (49)
No	66.7 (2)	10.5 (2)	22.2 (6)	-	50.0 (1)	11.1 (1)	19.7 (12)
Total :	<u>100.0 (3)</u>	<u>100.0 (19)</u>	<u>100.0 (27)</u>	<u>100.0 (1)</u>	<u>100.0 (2)</u>	<u>100.0 (9)</u>	<u>100.0 (61)</u>

Table 10. Gain/Drop in Salary

	<u>Profession</u> Column Per Cent (Number of cases)						
	<u>Personnel</u>	<u>Engineers</u>	<u>Accountants</u>	<u>Bankers</u>	<u>Lawyers</u>	<u>Doctors</u>	<u>Overall</u>
<u>Gain/Drop in Salary</u>							
<u>Compared with HK Job</u>							
Gain by 75% plus	33.3 (1)	33.3 (3)	8.3 (2)	-	100.0 (1)	11.1 (1)	17.0 (8)
Gain by 50-75%	-	11.1 (1)	4.2 (1)	-	-	-	4.3 (2)
Gain by 25-49%	-	-	-	-	-	-	2.1 (1)
Gain by less than 25%	-	-	16.7 (4)	-	-	-	8.5 (4)
About the same	33.3 (1)	33.3 (3)	12.5 (3)	-	-	22.2 (2)	19.1 (9)
Drop by less than 25%	-	11.1 (1)	25.0 (6)	-	-	-	14.9 (7)
Drop by 25-49%	33.3 (1)	-	20.8 (5)	100.0 (1)	-	11.1 (1)	17.0 (8)
Drop by 50-75%	-	11.1 (1)	8.3 (2)	-	-	33.3 (3)	12.8 (6)
Drop by 75% plus	-	-	4.2 (1)	-	-	22.2 (2)	6.4 (3)
Total :	<u>100.0</u> <u>(3)</u>	<u>100.0</u> <u>(9)</u>	<u>100.0</u> <u>(24)</u>	<u>100.0</u> <u>(1)</u>	<u>100.0</u> <u>(1)</u>	<u>100.0</u> <u>(9)</u>	<u>100.0</u> <u>(47)</u>

Table 11. Drop in rank/seniority

	<u>Profession</u> Column Per Cent (Number of cases)						
	Personnel	Engineers	Accountants	Bankers	Lawyers	Doctors	Overall
<u>Drop in Rank/Seniority</u>							
<u>Compared with HK Job</u>							
By 1 step down	-	20.0 (2)	36.4 (8)	-	-	-	22.7 (10)
By 2 steps down	50.0 (1)	10.0 (1)	4.5 (1)	100.0 (1)	-	14.3 (1)	13.6 (6)
By 3 or more steps down	50.0 (1)	10.0 (1)	18.2 (4)	-	-	28.6 (2)	20.5 (9)
No	-	60.0 (6)	40.9 (9)	-	-	57.1 (4)	43.2 (19)
Total :	<u>100.0 (2)</u>	<u>100.0 (10)</u>	<u>100.0 (22)</u>	<u>100.0 (1)</u>		<u>100.0 (7)</u>	<u>100.0 (44)</u>

Table 12. Whether Spouse Worked After Landing

	<u>Profession</u>						
	Column Per Cent						
	(Number of cases)						
	<u>Personnel</u>	<u>Engineers</u>	<u>Accountants</u>	<u>Bankers</u>	<u>Lawyers</u>	<u>Doctors</u>	<u>Overall</u>
<u>Whether Spouse Worked After Landing</u>							
Yes, both before and after emigration	50.0 (2)	16.7 (2)	33.3 (6)	-	100.0 (1)	12.5 (1)	27.9 (12)
Yes, but not before emigration	25.0 (1)	8.3 (1)	16.7 (3)	-	-	-	11.6 (5)
No, but yes before emigration	25.0 (1)	41.7 (5)	22.2 (4)	-	-	12.5 (1)	25.6 (11)
Neither before nor after emigration	-	33.3 (4)	27.8 (5)	-	-	75.0 (6)	34.9 (15)
	<u>100.0 (4)</u>	<u>100.0 (12)</u>	<u>100.0 (18)</u>		<u>100.0 (1)</u>	<u>100.0 (8)</u>	<u>100.0 (43)</u>

Table 13. Purchasing Power Abroad

	<u>Profession</u>						<u>Overall</u>	
	<u>Column Per Cent</u>							
	<u>(Number of cases)</u>							
	<u>Personnel</u>	<u>Engineers</u>	<u>Accountants</u>	<u>Bankers</u>	<u>Lawyers</u>	<u>Doctors</u>		
<u>Purchasing Power Compared with HK</u>								
Much higher	-	4.2 (1)	8.9 (4)	-	-	-	5.4 (5)	
Slightly higher		12.5 (3)	8.9 (4)				7.5 (7)	
About the same	40.0 (2)	25.0 (6)	24.4 (11)	-	33.3 (2)	41.7 (5)	28.0 (26)	
Slightly lower	40.0 (2)	33.3 (8)	33.3 (15)	-	66.7 (4)	41.7 (5)	36.6 (34)	
Much lower	20.0 (1)	25.0 (6)	24.4 (11)	100.0 (1)	-	16.7 (2)	22.6 (21)	
Total :	<u>100.0</u> <u>(5)</u>	<u>100.0</u> <u>(24)</u>	<u>100.0</u> <u>(45)</u>	<u>100.0</u> <u>(1)</u>	<u>100.0</u> <u>(6)</u>	<u>100.0</u> <u>(12)</u>	<u>100.0</u> <u>(93)</u>	

Table 14. How Happy Abroad Compared with in Hong Kong

	<u>Profession</u>						
	Column Per Cent (Number of cases)						
	<u>Personnel</u>	<u>Engineers</u>	<u>Accountants</u>	<u>Bankers</u>	<u>Lawyers</u>	<u>Doctors</u>	<u>Overall</u>
<u>Happiness After Emigration</u>							
Happier than in HK	50.0 (2)	33.3 (8)	23.3 (10)	-	28.6 (2)	16.7 (2)	26.1 (24)
About the same	25.0 (1)	33.3 (8)	46.5 (20)	50.0 (1)	42.9 (3)	50.0 (6)	42.4 (39)
Less happy than in HK	25.0 (1)	33.3 (8)	30.2 (13)	50.0 (1)	28.6 (2)	33.3 (4)	31.5 (29)
Total :	100.0 (4)	100.0 (24)	100.0 (43)	100.0 (2)	100.0 (7)	100.0 (12)	100.0 (92)



Table 15. Whether Left Spouse Behind

		<u>Profession</u>						
		Column Per Cent						
		(Number of cases)						
		<u>Personnel</u>	<u>Engineers</u>	<u>Accountants</u>	<u>Bankers</u>	<u>Lawyers</u>	<u>Doctors</u>	
<u>Returned to HK But Left Spouse Behind</u>								
Yes		66.7 (2)	42.9 (9)	20.8 (5)	100.0 (1)	-	30.0 (3)	32.3 (20)
No		33.3 (1)	57.1 (12)	79.2 (19)	-	100.0 (3)	70.0 (7)	67.7 (42)
		—	—	—	—	—	—	—
Total :		100.0 (3)	100.0 (21)	100.0 (24)	100.0 (1)	100.0 (3)	100.0 (10)	100.0 (62)

Table 16. Whether Working in the Same Organisation as Before

		<u>Profession</u>						
		Column Per Cent (Number of cases)						
		<u>Personnel</u>	<u>Engineers</u>	<u>Accountants</u>	<u>Bankers</u>	<u>Lawyers</u>	<u>Doctors</u>	<u>Overall</u>
<u>Now Working in Same Organization in HK As Before</u>								
Yes		50.0 (3)	31.0 (9)	15.2 (7)	100.0 (1)	-	72.7 (8)	29.2 (28)
No		50.0 (3)	69.9 (20)	84.8 (39)	-	100.0 (3)	27.3 (3)	70.8 (68)
Total :		<u>100.0</u> <u>(6)</u>	<u>100.0</u> <u>(29)</u>	<u>100.0</u> <u>(46)</u>	<u>100.0</u> <u>(1)</u>	<u>100.0</u> <u>(3)</u>	<u>100.0</u> <u>(11)</u>	<u>100.0</u> <u>(96)</u>

Table 17. Terms Hired on After Returning to Hong Kong

	<u>Profession</u>						
	Column Per Cent						
	(Number of cases)						
	<u>Personnel</u>	<u>Engineers</u>	<u>Accountants</u>	<u>Bankers</u>	<u>Lawyers</u>	<u>Doctors</u>	<u>Overall</u>
<u>Terms Currently Hired On</u>							
Local terms	100.0 (5)	80.0 (16)	58.5 (24)	50.0 (1)	100.0 (3)	100.0 (2)	69.9 (51)
Local terms w/relocation assistance	-	-	12.2 (5)	-	-	-	6.8 (5)
Modified local terms	-	15.0 (3)	9.8 (4)	50.0 (1)	-	-	11.0 (8)
Full expatriate terms	-	5.0 (1)	19.5 (8)	-	-	-	12.3 (9)
Total :	<u>100.0</u> <u>(5)</u>	<u>100.0</u> <u>(20)</u>	<u>100.0</u> <u>(41)</u>	<u>100.0</u> <u>(2)</u>	<u>100.0</u> <u>(3)</u>	<u>100.0</u> <u>(2)</u>	<u>100.0</u> <u>(73)</u>

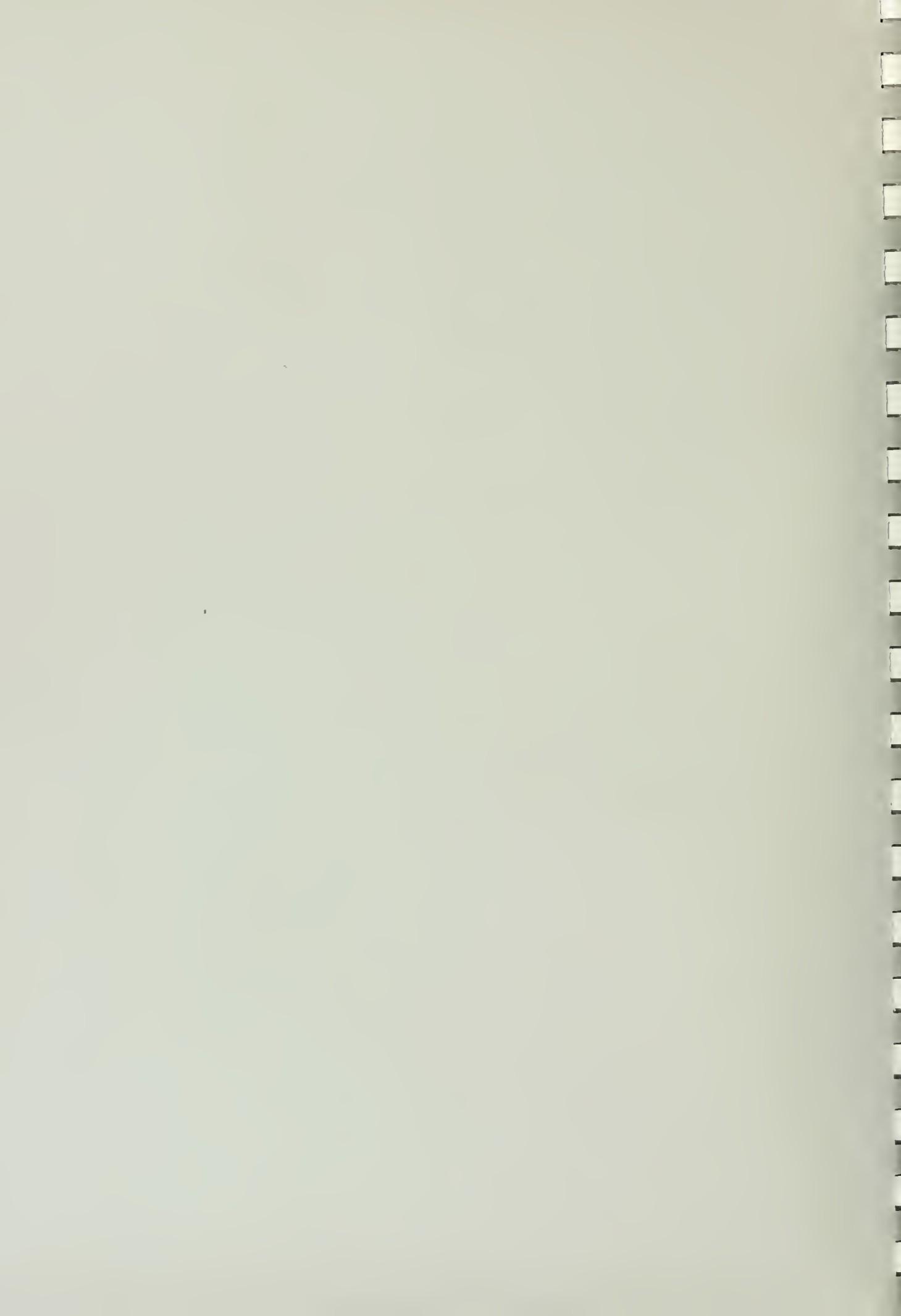


Table 18. Reaction from Local Peers

		<u>Profession</u>					
		Column Per Cent					
		(Number of cases)					
		<u>Personnel</u>	<u>Engineers</u>	<u>Accountants</u>	<u>Bankers</u>	<u>Lawyers</u>	<u>Doctors</u>
<u>Hostile Reaction From Local Peers</u>							
Yes	-	4.8 (1)	-	-	-	-	1.4 (1)
No	83.3 (5)	81.0 (17)	88.9 (32)	-	100.0 (1)	83.3 (5)	85.7 (60)
Don't know	16.7 (1)	14.3 (3)	11.1 (4)	-	-	16.7 (1)	12.9 (9)
Total :		<u>100.0 (6)</u>	<u>100.0 (21)</u>	<u>100.0 (36)</u>	<u>100.0 (1)</u>	<u>100.0 (6)</u>	<u>100.0 (70)</u>

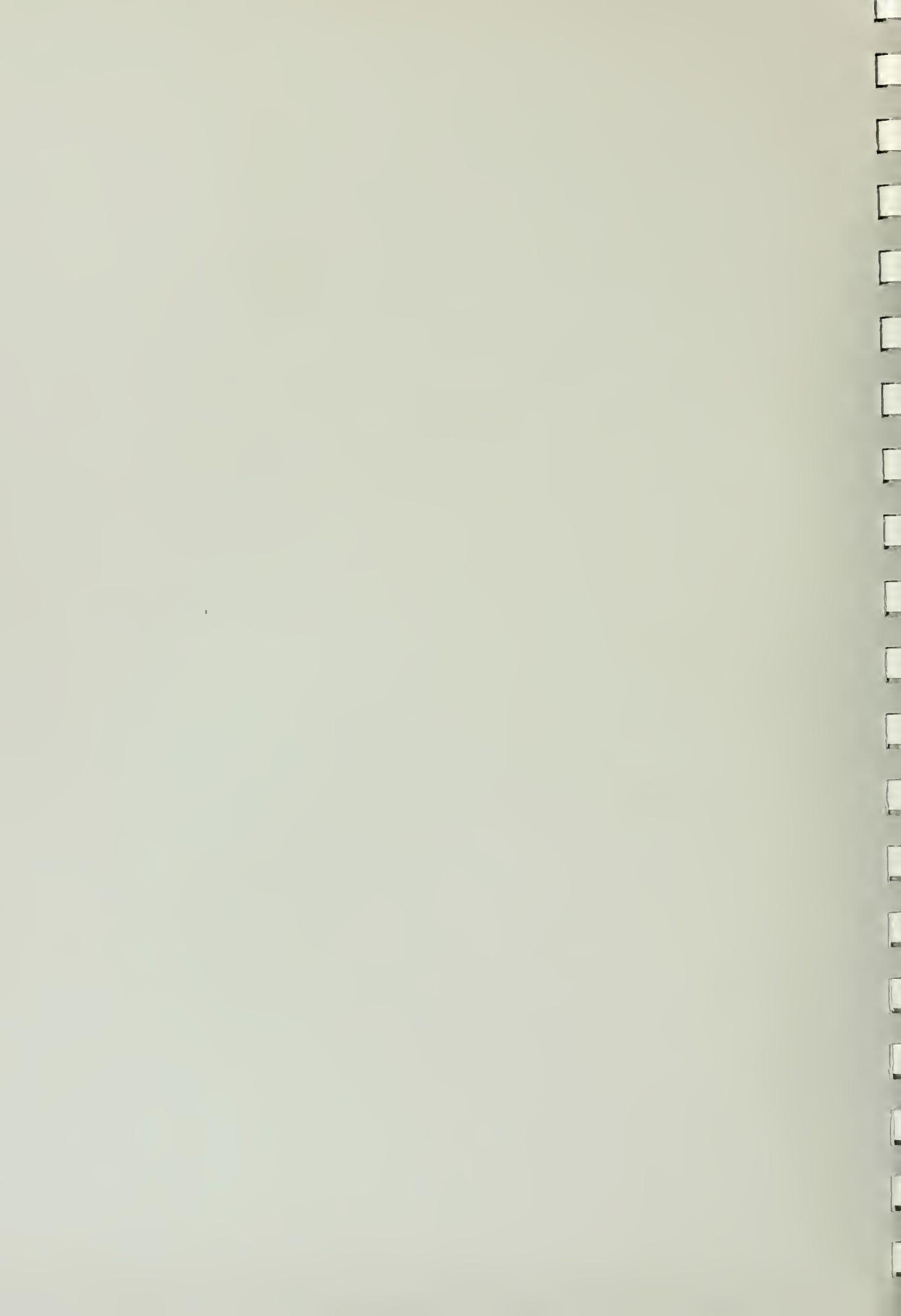


Table 19. Whether to Stay/Leave H.K. Again Beyond 1 July 1997

	<u>Profession</u> Column Per Cent (Number of cases)						
	<u>Personnel</u>	<u>Engineers</u>	<u>Accountants</u>	<u>Bankers</u>	<u>Lawyers</u>	<u>Doctors</u>	<u>Overall</u>
<u>Return to New Country of Citizenship Before 1 July 1997</u>							
Definitely yes	16.7 (1)	25.0 (8)	18.0 (9)	-	12.5 (1)	23.1 (3)	19.6 (22)
Probably yes	33.3 (2)	43.8 (14)	32.0 (16)	33.3 (1)	50.0 (4)	30.8 (4)	36.6 (41)
Don't Know	33.3 (2)	25.0 (8)	34.0 (17)	33.3 (1)	12.5 (1)	23.1 (3)	28.6 (32)
Probably no	16.7 (1)	6.3 (2)	14.0 (7)	33.3 (1)	25.0 (2)	7.7 (1)	12.5 (14)
Definitely no	-	-	2.0 (1)	-	-	15.4 (2)	2.7 (3)
Total :	<u>100.0</u> (6)	<u>100.0</u> (32)	<u>100.0</u> (50)	<u>100.0</u> (3)	<u>100.0</u> (8)	<u>100.0</u> (13)	<u>100.0</u> (112)

Canada-Hong Kong Resource Centre
1 Spadina Crescent, Rm 111 • Toronto, Canada • M5S 1A1



